

**RSPO PRINCIPLE AND CRITERIA –
 1st Annual Surveillance Assessment (ASA1)
 Public Summary Report**

FGV Holdings Berhad
Client company address: Plantation Sustainability Department Level 20 (W), Wisma FGV Jalan Raja Laut 50350 Kuala Lumpur Malaysia
Certification Unit: Besout Palm Oil Mill and supply base Location of Certification Unit: FGV Palm Industries Sdn Bhd Besout Palm Oil Mill 35600 Sungkai, Perak, Malaysia

TABLE of CONTENTS

Page No

Section 1: Scope of the Certification Assessment.....	4
1. Company Details	4
2. Certification Information	4
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	5
5. Description of Supply Base	5
6. Plantings & Cycle.....	5
7. Certified Tonnage of FFB (Own Certified Scope)	5
8. Certified Tonnage of FFB (from other certified unit(s)) if applicable *.....	6
9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable	6
10. Certified Tonnage	6
11. Actual Sold Volume (CPO) (Feb 18 – Jan 19).....	6
12. Actual Sold Volume (PK) (Feb 18 – Jan 19)	7
13. Actual Group certification Claims	7
Section 2: Assessment Process	7
2.1 Assessment Methodology, Programme, Site Visits.....	7
2.3 Assessment Plan	10
Section 3: Assessment Findings	13
3.1 Normative requirement applied for this assessment:.....	13
3.2 Time Bound Plan progress for multiple management units	13
3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)	22
3.4 Details of findings	22
3.4.1 Status of Nonconformities Previously Identified and Observations	30
3.4.2 Summary of the Nonconformities and Status.....	33
Appendix A: Summary of Findings	37
Appendix B: Approved Time Bound Plan.....	101
Appendix C: GHG Reporting Executive Summary	122
Appendix D: General Chain of Custody Requirements for the Supply Chain.....	124
Appendix E: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)...143	
Supply Chain Declaration.....	146
Appendix F: Location Map of Besout Palm Oil Mill Certification Unit and Supply bases	149
Appendix G : FGV Besout 07 & Besout 06 Estate Field Map	150
Appendix H: List of Smallholder Sampled.....	151

Appendix I: List of Abbreviations152

Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Parent Company Name	FGV Holdings Berhad		
Address	Plantations Sustainability Department, Level 20 (W), Wisma FGV Jalan Raja Laut 50350 Kuala Lumpur		
Subsidiary (Certification Unit Name)	FGV Palm Industries Sdn Bhd Besout Palm Oil Mill		
Address	Certification unit : FGV Palm Industries Sdn Bhd, Besout Palm Oil Mill, 35600 Sungkai, Perak, Malaysia		
Contact Name	Mr. Anthonius Sani		
Website	http://www.fgvholdings.com	E-mail	anthonius.s@fgvholdings.com
Telephone	03-28590000	Facsimile	03-28591623

2. Certification Information			
Certificate Number	RSPO 682927	Date of First Certification	30/04/2018
		Certificate Start Date	30/04/2018
		Certificate Expiry Date	29/04/2023
Scope of Certification	Palm Oil and Palm Kernel Production		
Applicable Standards	RSPO P&C 2013 (MYNI-2014) and RSPO Supply Chain Certification Standard 2017 (CPO Mill – Module E)		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
QMS 03093	ISO 9001	SIRIM QAS International Sdn Bhd	11/08/2019
EMS 00769	ISO 14001		14/09/2018
OHS 00691	OHSAS 18001		23/02/2020
MSPO 701757	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO 701758	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4		06/05/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS Coordinates	
		Latitude	Longitude
Besout Palm Oil Mill	35600, Sungkai, Perak, Malaysia	3° 52' 48" N	101° 16' 34" E
Besout 6 Estate	35600 Sungkai, Perak, Malaysia	3° 46' 40" N	101° 16' 39" E
Besout 7 Estate	35600 Sungkai, Perak, Malaysia	3° 50' 35" N	101° 17' 35" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Besout 6 Estate	2,151.21	0	233.69	2,384.90	90
Besout 7 Estate	2,495.00	0	413.04	12,908.04	86
Total	4,646.21	0	646.73	5,292.94	88

Note: ¹A variance of 108.41 Ha compared to previous report due to error in data provided last year.

6. Plantings & Cycle							
Estate	Age (Years)					Mature (ha)	Immature (ha)
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Besout 6 Estate	529.79	1,108.56	434.71	78.15		1,621.42	529.79
Besout 7 Estate	1,548.51	946.49				946.49	1,548.51
Total	2,078.30	2,055.05	434.71	78.15		2,567.91	2,078.30

7. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (mt) (Apr 18 – Mar 19)	Actual (mt) (Feb 18 – Jan 19)	Forecast (mt) (Apr 19 – Mar 20)
Besout 6 Estate	29,674	18,769.96	25,000
Besout 7 Estate	17,213	8,988.69	17,100
Total	46,887	27,758.65	42,100

RSPO Public Summary Report
Revision 7 (Aug /2018)

8. Certified Tonnage of FFB (from other certified unit(s)) if applicable *			
Estate	Tonnage / year		
	Estimated (Apr 18 – Mar 19)	Actual (Feb 18 – Jan 19)	Forecast (Apr 19 – Mar 20)
Nil	N/A	N/A	N/A
Total			

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier	Tonnage / year		
	Estimated (mt) (Apr 18 – Mar 19)	Actual (mt) (Feb 18 – Jan 19)	Forecast (mt) (Apr 19 – Mar 20)
FELDA, Smallgrowers, Smallholders and collection centres.	NA	161,475.73 mt	NA
Total		161,475.73 mt	

10. Certified Tonnage			
Mill Capacity: 54 MT/hr	Estimated (mt) (Apr 18 – Mar 19)	Actual (mt) (Feb 18 – Jan 19)	Forecast (mt) (Apr 19 – Mar 20)
		FFB	FFB
	46,887.00 mt	27,758.65 mt	42,100.00 mt
SCC Model: MB	CPO (OER: 19.60%)	CPO (OER: 19.47%)	CPO (OER: 20%)
	9,189.85 mt	5,404.61 mt	8,420.00 mt
	PK (KER: 5.70%)	PK (KER: 5.41%)	PK (KER: 5.5%)
	2,672.56 mt	1,501.74 mt	2,315.50 mt

11. Actual Sold Volume (CPO) (Feb 18 – Jan 19)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
CPO (MT)	0	0	0	5200mt	5200mt

12. Actual Sold Volume (PK) (Feb 18 – Jan 19)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
PK (MT)	1,221.20 mt	0	0	200mt	1421.20mt

13. Actual Group certification Claims		
	Credit	Physical Volume (MT)
IS-CSP0	-	-
IS-CSPK0	-	-
IS-CSPKE	-	-

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
 (ASI Accreditation Number: ASI-ACC-067)
 Unit 3, Level 10, Tower A
 The Vertical Business Suites, Bangsar South
 No. 8, Jalan Kerinchi
 59200 Kuala Lumpur
 Tel +603 2242 4211 Fax +603 2242 4218
 Nicholas Cheong: Nicholas.Cheong@bsigroup.com
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BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 180 ty certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Jakarta and Australia which involve in RSPO Certification Program.

2.1 Assessment Methodology, Programme, Site Visits

The on-site 1st annual surveillance assessment was conducted from 18-21/02/2019. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with countries. BSI Standards is the UK’s National Standards Body. BSI provides independent, third-par the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The Major NC close out on-site assessment was conducted on 22/04/2019. The audit programmes 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

RSPO Public Summary Report
Revision 7 (Aug /2018)

monitoring data. RSPO Principles & Criterias 2013 (MY-NI 2014) and RSPO Supply Chain Certification Standard 2017 were used to guide the collection of information to assess compliance.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base.

- The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (0.8\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment
- As for the smallholders, the sample were determined following the RSPO Management System Requirements and Guidance for Group Certification of FFB Production (2016). The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix I.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.5.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment/annual surveillance assessment are detailed in Section 3.4.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

For Initial and Re-certification assessment, the report was externally reviewed by RSPO approved Certification 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 (Initial Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Besout Palm Oil Mill	✓	✓	✓	✓	✓
Besout 6 Estate	✓	✓	✓	✓	✓
Besout 7 Estate	✓	✓	✓	✓	✓

RSPO Public Summary Report
Revision 7 (Aug /2018)

Tentative Date of Next Visit: February 10, 2020 – February 13, 2020

Total No. of Mandays: 10 mandays including 1.0 day SC for mill.

2. 2 BSI Assessment Team:

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Valence Shem	Team Leader	He holds Bachelor Degree in Industrial Technology, graduated from University of Science Malaysia in 1998 and has 9 years working experience in oil palm plantation industry. He has been in the management system auditing line since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS and SMETA. He completed the ISO 14001 Lead Auditor Course in 2008, ISO 9001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2011, Endorsed RSPO SCCS Lead Assessor Course in 2012 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since 2009 in various companies in Malaysia. During this assessment, he assessed on the aspects of legal, environmental & biodiversity, agriculture best practices and the supply chain element. Able to communicate in Bahasa Malaysia and English.
Ronie Tan	Team Member	Ronnie Tan is a Social Compliance and Security Auditor for more than 15 years. He is a qualified auditor for SMETA 2 & 4 Pillar, Responsibility Business Alliance (RBA), C-TPAT, TAPA FSR & TSR and other code of conduct audits scheme. He is a National Social Compliance Manager during his past employment and manages a pool of social auditors on social and security audits. He has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Singapore, Vietnam and Philippines. He has been trained in the RSPO P&C standards, BSCI standard, RBA standards, McDonalds SWA, Disney ILS and has been actively involved in RSPO audits & 2 nd party audits within Malaysia. During assessment, he covered the mill and estate best practices, legal issues, social issues, workers consultation, stakeholder consultation, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.
Muhamad Mazeli Naquiuddin	Team Member	He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in

RSPO Public Summary Report
Revision 7 (Aug /2018)

		providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations.
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Accompanying Persons:

No.	Name	Role
Nil	-	-

2.3 Assessment Plan

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

Date	Time	Subjects	VSH	MNM	RNT
Monday 18/2/2019 Besout POM	0830-0900	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	✓	✓	✓
	0900-1300	Besout POM Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	✓	✓	✓
	1000 - 1300	Stakeholder consultations: Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.			✓
	1300-1400	Break			
	1400-1630	Besout POM Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓
Tuesday 19/2/2019 Besout 06	0900-1300	Besout 06 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing	✓	✓	✓

RSPO Public Summary Report
Revision 7 (Aug /2018)

		area, Schedule waste management, worker housing, clinic, Landfill, , etc.			
	1000 - 1300	Stakeholder consultations: Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.			✓
	1300-1400	Break			
	1400-1630	Besout 06 Estate Document review P1 – P8: (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 20/2/2019 Besout 07	0900-1300	Besout 07 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, , etc.	✓	✓	✓
	1000 - 1300	Stakeholder consultations: Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.			✓
	1300-1400	Break			
	1400-1530	Besout 07 Estate Document review P1 – P8: (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.).	✓	✓	✓
	1530-1630	Verify any outstanding issues & preparation for closing meeting	✓	✓	✓
	1630-1700	Closing meeting	✓	✓	✓
Thursday 21/2/2019 Besout POM	0900-1300	Besout POM RSPO Supply Chain Site visit: Incoming of FFB and outgoing of SPO & PK – weighbridge, ramp, storage area, loading bays, etc. Documentation review: RSPO SCC general requirements, internal audit, management review, sales and purchasing	✓		

RSPO Public Summary Report
Revision 7 (Aug /2018)

		documents, mass balance accounting and other relevant documents and records.			
	1300-1400	Break			
	1400-1600	<u>Besout POM</u> <u>RSPO Supply Chain</u> Continue with outstanding elements	✓		
	1600-1630	Verify any outstanding issues & preparation for closing meeting	✓		
	1630-1700	Closing meeting	✓		

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- FGV Palm Industries Sdn Bhd Time Bound Plan
- RSPO P&C 2013 Generic
- RSPO Group Certification Standard 2016
- RSPO Supply Chain Certification Standard 2017
- RSPO P&C GA-NIWG 2017
- RSPO P&C INA-NIWG 2016
- RSPO P&C MY-NIWG 2014
- RSPO P&C PNG-NIWG 2017

3.2 Time Bound Plan progress for multiple management units

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	Yes, as per time bound plan 2018.	Complied
Have all the estates and mills certified within five years after obtaining RSPO membership?	9 Complexes have been certified in 2017/2018: POM Kemasul, Maokil, Krau, Keratong 9, Selancar 2b, Aring a, Bukit Sagu, Lepar Utara 6, Selendang	Complied
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	Challenge from the time bound plan is age of plantations and location.	Complied
Have there been any changes since the last audit? Are they justified?	There is no audit before for this organization.	N/A
If there have been changes, what circumstances have occurred?	N/A	N/A
Have there been any stakeholder comments?	Stakeholder comments are recorded in Stakeholder consultation report 2017.	Complied
Have there been any newly acquired subsidiaries?	There is no newly acquired subsidiaries	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

If yes, have the newly acquisitions certified within a three-year timeframe?	N/A	N/A																								
Have there been any isolated lapses in implementation of the plan?	There is no lapses in implementation of the plan	Complied																								
Un-Certified Units or Holdings																										
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Company Group/Holding Statement: Yes, there have positive assurance statement from internal certification unit.</p> <p>Auditor Verification: Yes, at the current status only 23 complexes already have internal audit in year 2017/2018. Seen the internal audit done by Certification & Due Diligence (CDD) Department. The NC during the audit still in progress to close. All certification bodies that will do the audit for FGV need to verify those NC. Others complex will do as per their time bound plan. Overall findings is positive as per before.</p>	Complied																								
<p>No replacement after dates defined in NIs Criterion 7.3:</p> <ul style="list-style-type: none"> • Primary forest. • Any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3. 	<p>Auditor Verification: As per this year audit, there has been no replacement of primary forest area. There were 6 LUCA submitted to RSPO and all of them have been passed with no concept note or compensation plan required. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan.</p> <p>FGV already brief this issue to RSPO secretariat. All details summary as per below:</p> <table border="1" data-bbox="472 1375 1310 1984"> <thead> <tr> <th colspan="3">HCV clearance Kalimantan reported by Chain Research Reaction</th> </tr> <tr> <th>Issue</th> <th>Action Plan Progress</th> <th>Date Of Completion</th> </tr> </thead> <tbody> <tr> <td>HCV clearance at PT CNP and PT TAA</td> <td>Engaged independent consultant for ground investigation</td> <td>20 April - 4th May 2016</td> </tr> <tr> <td></td> <td>Investigation finding presentation to FGV management</td> <td>9th May 2016</td> </tr> <tr> <td></td> <td>Brief presentation to RSPO on the investigation findings</td> <td>10 May 2016</td> </tr> <tr> <td></td> <td>Letter to stop all operation in HCV area</td> <td>10 May 2016</td> </tr> <tr> <td></td> <td>1st Public statement on HCV clearance at PT CNP and PT TAA on FGV website</td> <td>22nd May</td> </tr> <tr> <td></td> <td>Discussion on Conservation and remediation plan with RSPO technical Director</td> <td>23 May 2016</td> </tr> </tbody> </table>	HCV clearance Kalimantan reported by Chain Research Reaction			Issue	Action Plan Progress	Date Of Completion	HCV clearance at PT CNP and PT TAA	Engaged independent consultant for ground investigation	20 April - 4 th May 2016		Investigation finding presentation to FGV management	9 th May 2016		Brief presentation to RSPO on the investigation findings	10 May 2016		Letter to stop all operation in HCV area	10 May 2016		1st Public statement on HCV clearance at PT CNP and PT TAA on FGV website	22 nd May		Discussion on Conservation and remediation plan with RSPO technical Director	23 May 2016	Complied
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	2nd Public statement on HCV clearance at PT CNP and PT TAA on FGV website	25 May 2016	
	Sent a letter to RSPO on action plan for PT CNP and PT TAA	27 th May 2016	
	3rd Public statement on HCV clearance at PT CNP and PT TAA on FGV website	15 June 2016	
	Develop the Conservation and Remediation plan and relevant SOP	1 st July 2016	
	Appointment letter to engage independent external social mediator to handle negotiation with affected communities	1 st July 2016	
	Conducted social mediation and engagement with affected communities	18 July to 30 July 2016	
	Consultation with FGV legal department on local national regulation. Found that the area (PT CNP and PT TAA) were outside the Indonesia Peat Moratorium no. X (10)	30 July 2016	
	4th Public statement on HCV clearance at PT CNP and PT TAA on FGV website	12 August 2016	
	Sent the progress of action taken to RSPO using SRT V	19 August 2016	
	Sent out the Conservation and remediation plan to PT CNP and PT TAA for implementation	7 Oct 2016	
	Meeting with RSPO Technical Director and RSPO Complaint Coordinator on PT CNP and PT TAA issue	14 Oct 2016	
	Sent the progress of action taken to RSPO using SRT V	17 Oct 2016	
	5th Public Statement on HCV clearance at PT CNP and PT TAA on FGV website	5 Nov 2016	
	Meeting with RSPO secretariat on Compensation Panel feedback and our complaints on HCV updates in WSJ complaint update	25 Nov 2016	
	Received comment and recommendation from RSPO compensation Panel on PT CNP	1 Dec 2016	

RSPO Public Summary Report
Revision 7 (Aug /2018)

		Meeting with the FGVKalimantan at PT CNP office for further engagement with ELC/Aidenvironment and Aksenta	13 Dec 2016	
		Meeting on new revised Indonesia regulation PP57 and PP 71 with Badan Lingkungan Hidup dan Kehutanan as well as with Dinas Perkebunan Kalimantan Barat	14 Dec 2016	
		Meeting with ELC/AIDH and Aksenta on new proposal to include Aidenvironment proposal for our Landscape conservation plan	14 Dec 2016	
		Meeting with PERMADA (Persatuan Madura & Dayaks) on their request to develop the HCV area	15 Dec 2016	
		Site visit to PT CNP and PT TAA with Kalimantan team	15 Dec 2016	
		Finalizing the next action for conservation engagement with ELC/AIDH and Aidenvironment	16 Dec 2016	
		Kalimantan operation to seek an area with local Bupati to replace the cleared HCV area	In progress	
	REVIEW HCV ASSESSMENT	6 th Public Statement on HCV clearance at PT CNP and PT TAA on FGV website	10 Feb 2017	
		PERSADA meeting with RSPO Jakarta	9th Mar 2017	

RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Company Group/ Holding Statement: There is new planting after 1st January 2010.</p> <p>Auditor Verification: NPP audit has been carried out for all FGVPM Estate and is currently under review. Data as per below:</p> <table border="1" data-bbox="469 580 1291 1554"> <thead> <tr> <th>Estate</th> <th>Hectarage Involves In NPP</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>FGVPM Chegar Perah 1</td> <td>59.32</td> <td rowspan="5">Still on going. Waiting consultant (Aksenta) to present the final report for HCV, SIA, LUCA & HCS assessment.</td> </tr> <tr> <td>FGVPM Bukit Sagu 8</td> <td>61.54</td> </tr> <tr> <td>FGVPM Tembangau 5</td> <td>86.58</td> </tr> <tr> <td>FGVPM Selendang 3</td> <td>97.59</td> </tr> <tr> <td>FGVPM Krau 2</td> <td>170.78</td> </tr> <tr> <td>FGVPM Krau 4</td> <td>80.28</td> <td rowspan="5">Waiting consultant (Aksenta) to start NPP assessment in February 2017.</td> </tr> <tr> <td>FGVPM Bukit Sagu 6</td> <td>72.87</td> </tr> <tr> <td>FGVPM Lepar Hilir 5</td> <td>253.62</td> </tr> <tr> <td>FGVPM Tembangau 6</td> <td>495.53</td> </tr> <tr> <td>FGVPM Aring 10</td> <td>518.52</td> </tr> <tr> <td>FGVPM Setiu 01</td> <td>130.72</td> <td></td> </tr> <tr> <td>Total</td> <td>1,722.32</td> <td></td> </tr> </tbody> </table>	Estate	Hectarage Involves In NPP	Status	FGVPM Chegar Perah 1	59.32	Still on going. Waiting consultant (Aksenta) to present the final report for HCV, SIA, LUCA & HCS assessment.	FGVPM Bukit Sagu 8	61.54	FGVPM Tembangau 5	86.58	FGVPM Selendang 3	97.59	FGVPM Krau 2	170.78	FGVPM Krau 4	80.28	Waiting consultant (Aksenta) to start NPP assessment in February 2017.	FGVPM Bukit Sagu 6	72.87	FGVPM Lepar Hilir 5	253.62	FGVPM Tembangau 6	495.53	FGVPM Aring 10	518.52	FGVPM Setiu 01	130.72		Total	1,722.32		<p>Complied</p>
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<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 2.2, 6.4, 7.5 and 7.6.</p>	<p>Auditor Verification: There is issue on land conflict although it was captured on Felda Membership, but FGV also indirectly involved as part of the claim involve FGVPM Sahabat 55 The issue still in progress. Data as per below:</p> <p>Member : Lembaga Kemajuan Tanah Persekutuan (FELDA) /Orang Dusun Desa Begahak Date Filed : 16 February 2015 Complaint : Community of Desa Begahak Complaint : The company has breached the communities user rights to the land in breach of Principle 2.2</p> <p>Status : Box F – Action Plan</p>	<p>Complied</p>																															

	<p>Synopsis According to the Enquiry National Hak Tanah of Malaysia conducted by SUHAKAM, the state government had given 1260 acres of land to the Dusun Begahak community in 1981. At the same time, the same land was alienated to FELDA for development.</p> <p>The complainant raised the issue that FELDA has no right to develop their land and should return it to the community because the land originally belonged to the community. The complainant also stated that the cemetery area is being developed by FELDA.</p> <p>FELDA encaved 916 acres of the said land and gave it back to the community on the 25th of May 1982. The community planted fruits and other crops on the land.</p> <p>We have received some evidence from both sides. The evidence needs to be scrutinised and investigated further.</p> <p>Remarks 2 July 2015 – It was agreed that the matter would be referred to the FELDA/FGV Sustainable Steering Committee on 7th July 2015.</p> <p>22 June 2015 – FELDA had another meeting with Robin Balud and the representatives of the community and agreed to exchange documents on the land claim. A site visit was also undertaken with the community members.</p> <p>4 June 2015 – FELDA met with Robin Balud again and agreed to do a joint mapping of the land.</p> <p>10 April 2015 – FELDA met the complainant, Robin Balud, in Kota Kinabalu Sabah, to discuss the complaint.</p> <p>9 April 2015 – FELDA met the community (Desa Begahak) members and discussed the issues from the complaint and the land claim.</p> <p>13 March 2015 – RSPO had a conference call meeting with the head of the Dusun Begahak community to understand the situation.</p> <p>16 March 2015 – RSPO had a conference call meeting with FELDA representatives to discuss the situation.</p> <p>17 March 2015 – The complaint was raised to the Complaint Panel for further discussion and action.</p> <p>4 June 2015 – FELDA met the complainant Robin Balud and discussed the main issues of the land claim and compensation.</p> <p>22 March 2016 – RSPO sent complaint notice to FELDA.</p> <p>1 April 2016 – State Land and Survey Department begin its mapping exercise.</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>4 April 2016 – FELDA submits action plan to RSPO dated 27 March 2016.</p> <p>6 May 2016 – FELDA withdraws its RSPO Principle and Criterias certificates.</p> <p>26 July 2016 – Complainant send a formal letter to FELDA to settle the customary land dispute.</p> <p>19 August 2016 – Progress report submitted by Felda.</p> <p>20 September 2016 – Felda met with the community to discuss on how they will progress on the complaint, once the joint mapping report is received from the Sabah Land and Survey department</p> <p>20 October 2016 - Secretariat to wait for the report from Land and Survey Department of Sabah.</p> <p>22 February 2017 - Secretariat to wait for further information and to follow up with the company on the response from the Sabah Land Department.</p> <p>22 March 2017 - No response received from the Sabah Land and Survey Department. Secretariat to monitor status and updates of the case.</p> <p>19 April 2017 - Secretariat to determine if an attempt to contact Sabah Land and Survey Department should be sought.</p> <p>31 May 2017 - Secretariat is monitoring the case.</p> <p>21 July 2017-No further updates from Felda.</p> <p>25 July 2017 (CP meeting) - Secretariat to officially communicate with the Sabah Land and Survey Department for updates.</p> <p>18 August 2017 - Letter has been sent to the Sabah Land and Survey Department. Awaiting confirmation of an appointment.</p> <p>24 August 2017 (CP meeting) - Secretariat to wait for the appointment date.</p> <p>12 September 2017 - FGV stated that they are still waiting for the SLSD to revert with updates.</p> <p>26 September 2017 (CP Meeting) - Sabah Land and Survey Department acknowledged they received the letter and will revert with updates.</p> <p>23 October 2017 - Following up with the Sabah Land and Survey Department</p> <p>21 November 2017 (CP Meeting)- Secretariat to find alternate avenues of getting in touch with the Sabah Land and Survey Department.</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>21 December 2017 (CP Meeting) -To proceed with the meeting with the Director of SLSD. 24th January 2018 (CP Meeting) -To follow up with the Jurisdictional Approach Regional Committee to ensure the Sabah Land and Survey Department speed up the process.</p> <p>FGV Holding Berhad’s Progress Report in reference to the findings of the RSPO</p> <p>http://www.fgvholdings.com/wp-content/uploads/2018/12/FGV-Holding-Berhads-Progress-Report-14th-Dec.pdf</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.</p>	<p>Synopsis On the 26th of July 2015, WSJ ran an article by Syed Zain Al – Mahmood alleging that Felda has breached labour conditions in its plantations. The allegations mainly say that forced labour is being used and the workers are not paid minimum wages. Further, it is alleged that their health and working conditions is are neglected and also that their employers withheld their passports.</p> <p>Remarks 29 July 2015 - 12 NGOs urged the RSPO to conduct a transparent investigation into Wall Street Journal’s findings of forced labour, human trafficking, and other human and labour rights violations especially on RSPO member FELDA’s plantations. The Complaints Panel in its meeting on August 2015, decided that the member, Felda, be investigated on the issues raised by the WSJ article. The RSPO Secretariat will conduct an independent assessment to investigate the report on labour condition on all RSPO members. Malaysia would be the first country, where the assessment would be done. RSPO release the following statement on its website: http://www.rspo.org/news-and-events/news/3rd-update-rspo-response-to-the-report-titled-palmoil-migrant-workers-tell-of-abuses-on-malaysian-plantations-published-by-the-wall-street-journal-on-26th-july-2015</p> <p>7 March 2016 - RSPO Complaints Panel reviewed the independent assessment reports and decided to suspend Pasoh palm oil mill owned by Felda until full clearance is given based on the re-audits.</p> <p>10 March 2016 - FGV had a meeting with RSPO regarding the ASI report and suspension decision by RSPO.</p> <p>18 March 2016 - FGV sent complaint acknowledgment letter to RSPO. FGV will submit 12 month time bound action plan addressing all the issues relating to ASI report.</p> <p>6 May 2016 - FGV withdraws its RSPO Principles and Criteria certificates.</p> <p>4 July 2016 - FGV submits the action plan to RSPO.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

	<p>22 August 2016 - Secretariat has reviewed the action plan and sent the action plan back to the company for further clarification.</p> <p>20 October 2016 - Secretariat to wait for the updated action plan from the company.</p> <p>19 December 2016 - Secretariat to appoint an independent expert to verify action plan and set a time bound plan.</p> <p>22 March 2017 - Secretariat continues searching for an independent expert to review the action plan.</p> <p>31 May 2017 - Secretariat shares the action plan with the Complaints Panel and continues monitoring the case.</p> <p>5 October 2017 - FGV updated the Action Plan and upload to FGV website on the same day. A copy also sent to RSPO for their acknowledgement. Meeting with RSPO secretariat on 11 January 2017 at RSPO Bangsar, RSPO Compensation Panel would like to review the WSJ action plan and as suggested by RSPO CP a group of labour experts (lawyer and NUPW union org with 1 CP member as observer) will be engaged to verify the FGV and FELDA WSJ Action Plan. It were expected to have one operation unit for both FELDA and FGV in this verification exercise on the ground especially involving the policy and implementation. The verification is expected to be in this coming March 2018 and RSPO CP will share the scope and plan for the verification assessment once it is ready.</p> <p>25 July 2017 (CP Meeting) -Secretariat to proceed with the review of the Action Plan</p> <p>24 August 2017 (CP Meeting)</p> <ol style="list-style-type: none"> 1) CP to wait for the report of the Review of FGV Action Plan; 2) Secretariat to work with the Technical department to develop a formula for identifying the number of units for verification; 3) Secretariat to start identifying a team of experts for the verification exercise. <p>26 September 2017 (CP Meeting) -Secretariat to follow up with FGV on the 2 reports.</p> <p>23 October 2017 (CP Meeting) - Secretariat to send CP's response to the Company.</p> <p>21 November 2017 (CP Meeting) -Verification exercise to be carried out once the schedule is confirmed with the verification team.</p> <p>21 December 2017 (CP Meeting) - Verification exercise to be carried out in March.</p> <p>24 January 2018 (CP Meeting) -TOR for the verification exercise to be drafted.</p> <p>Further details, please refer to https://www.rspo.org/members/complaints/status-of-complaints/view/85</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Auditor Verification: There is 1 issue happen in FGVPM Palong Timur 04 (Now FGVPM Palong Timur 05) and the details is elaborated below: 1. FGVPM PALONG TIMUR 04 (NOW FGVPM PALONG TIMUR 05): Claims on 19.06.2012 with value of summon RM61,968.60 and summon status is Court Appeal.</p> <p>Auditor Verification: During partial audit, 1 issue with DOE in FPISB Selancar 2A POM is sighted. Summon no : SJ 53-4/2016 ; Date 14.04.2016 in Mahkamah Seksyen Kuantan.</p> <p>Fixed for Trial on 01.03.2017, 02.03.2017 and 03.03.2017.</p> <p>All process still in progress and CB will verify this issue in next audit or during audit in this mill.</p>	<p>Complied</p>
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3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?	Not applicable	N/A

3.4 Details of findings

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A.

During the 1st annual surveillance assessment there were three (3) Major & five (5) Minor nonconformities raised. The Besout Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity (ies) has been verified for it effectiveness and closed accordingly.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-M1	Clause & Category (Major / Minor)	Indicator 4.6.10 Major
Date Issued	20/02/2019	Due Date	20/05/2019
Closed (Yes / No)	Yes	Date of nonconformity Closure	22/04/2019

RSPO Public Summary Report
Revision 7 (Aug /2018)

Statement of Nonconformity:	Proper disposal of waste material were not fully demonstrated
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated
Objective Evidence:	Besout 07: Visit to Workers Line Site/Hostel in FGV Besout 07 i.e. "Asrama 6B" located next to replanting area in "Peringkat 17L" found the waste material including drinks can, used gumboot, lubricant pail cap and etc. were being dumped on the ground behind Blok A of Asrama 6B without proper disposal handling.
Corrections:	1) Clean up hostel immediately 2) Disposal of waste is done according to waste management plan
Root Cause Analysis:	The management did not have proper work system to ensure waste management at line-site is consistently implemented. Only a single welfare officer is expected to monitor domestic waste handling which clearly failed.
Corrective Actions:	1) Manager to establish a system of working committee specifically to maintain line-site, not just electing an individual 2) Re-training of all workers on domestic waste management procedure. 3) Committee to come out with monthly timetable for implementing linesite cleanliness
Assessment Conclusion:	On-site verification: The following evidence have been verified during the onsite major NC closure visit: - Site visit at "Asrama 6B" [GPS: 3°50'44"N 101°16'9"E] (block Widuri & Tulip) found that the hostel area has been cleaned up - Organization chart showing the working committee has been established which function to ensure line-site is maintained - Monthly timetable showing schedule to clean up the line-site area Based on the evidence, the correction and corrective actions have been effectively implemented. The continuous implementation shall be verified in the next assessment.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-M2	Clause & Category (Major / Minor)	Indicator 2.1.1 Major
Date Issued	20/02/2019	Due Date	20/05/2019
Closed (Yes / No)	Yes	Date of nonconformity Closure	22/04/2019
Statement of Nonconformity:	Document reviewed in FGV POM found that workers sampled below have worked more than 12 hours per day violating the Employment Act 1955 (Act 625) Part XII Rest day, Hours of Work, Holiday and Other Condition of Service. Section 60A. Hours of Work; Subsection (7)		
Requirement Reference:	Evidence of compliance with relevant legal requirements shall be available.		
Objective Evidence:	October 2018 – Employee No.: 1204089 - 12.5 hours on 3/10/2018, 14.0 hours on 4, 18 & 30/10/2018, 14.5 hours on 9 & 15/10/2018, 16.0 hours on 16/10/2018 January 2019 –		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>Employee No.: 1210987 – 16.0 hours on 16/1/2019, 21.0 hours on 27/1/2019</p> <p>Employee No.: 1211314 – 13.5 hours on 31/1/2019</p> <p>Employee No.: 1204092 – 18.0 hours on 27/1/2019</p> <p>Employee No.: 1209887 – 14.0 hours on 8 & 31/1/2019, 16.0 hours on 29/1/2019</p> <p>Employee No.: 1204090 – 12.5 hours on 6 & 15/1/2019</p>
Corrections:	Prohibition letter to all supervisor to monitor their worker’s overtime so that it does not exceed 12 hours per day
Root Cause Analysis:	The management did not have back-up workers while processing more than 12 hours when 2nd shift worker late to work or on emergency leave.
Corrective Actions:	<ul style="list-style-type: none"> - Manager to apply formally with JTK Tapah for approval more than 12 hours of work per day - Action plan to rearrange workers working hours to ensure enough back-up workers available on each shift so that no overtime more than 4 hours - If after investigation by JTK, approval is not given, then a letter to operations assistant manager informing the permanent implementation of action plan above
Assessment Conclusion:	<p>The following evidence have been verified during the onsite major NC closure visit:</p> <ul style="list-style-type: none"> - Rearrangement is documented through “Perubahan Hari Cuti Rehat Petugas Operasi”, dated 1/4/2019. - Instruction from Trolak Regional Office – “Kawalan Kerja Lebih Masa (KLM) Wilayah Trolak, dated 28/2/2019 – to control the OT assigned at the mill. - To prohibit assignment of OT to operators from Mill Manager to Section Leader, dated 1/4/2019 - Mill representative (En. Mohd Aiman Mohd Noor) has met JTK Tapah representative (Pn. Nurul Wasilah Binti Vijayakumar) on 19/02/2019 to seek advice on overtime assignment. Based on the advice, it was said that the it is not critical if the mill assigned its staff to work more than 12 hours per day. If the mill is to assign more than 12 hr/day, then it has to be looked if it exceeds 48 hr/week. If the mill is to assign more than 48 hr/week, then it has to be looked if it exceeds 104 hr/month. There would be no issue for JTK if the limit is not is not exceeded. <p>Therefore, the mill decided not to continue the application for additional overtime as this is not a regular occurrence.</p> <ul style="list-style-type: none"> - Verification of punch card for the month of April 2019 (records as at 22nd April) for all the above 6 workers. Based on the verification, there were still occurrence of staff working more than 12 hr/day. Nonetheless, it was not avoidable due to urgent works need to be done under circumstance defined under Employment Act 1955, Section 60A(2), such as mill inspection, maintenance of machines and to complete the processing of FFB backlog. Based on the verification of punch cards, it was found that there is a very low possibility that the total overtime of the workers would exceed 104 hr/month. The average OT given to them as at 22/4/2019 was only 49 hr/month. <p>Based on the evidence, the correction and corrective actions have been effectively implemented. The continuous implementation shall be verified in the next assessment.</p>

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-M3	Clause & Category (Major / Minor)	Indicator 6.12.1 Major
Date Issued	20/02/2019	Due Date	20/05/2019
Closed (Yes / No)	Yes	Date of nonconformity Closure	22/04/2019
Statement of Nonconformity:	Foreign workers at estates are required to deposit an amount of MYR1,500 in order to return to their origin country during their leaves / vacation and will be returned once they return from their trip.		
Requirement Reference:	There shall be evidence that no forms of forced or trafficked labour are used.		
Objective Evidence:	<p>Management interview and foreign workers interview confirmed that the amount of deposit collected will be used for flight purchase with balance returned once they return from their trip only.</p> <p>Documentation review - Procedure doc. No.: FGV/JTK/POL/001, Semakan 0.0, dated 01/3/2017 "<i>Manual Pengurusan Tenaga Kerja Ladang felda Global Ventures Holding</i>", <i>Seksyen 6 – Proses Penghantaran Pekerja Balik, Sub-Seksyen 1.0 – Proses Penghantaran Pekerja Bercuti Ke Negara Asal Semasa Dalam Perkhidmatan</i>, Para 10. Procedure states that the deposited money amounting MYR1,500 for Indonesia, Nepal, India, etc. and MYR1,480 for Bangladesh, will be used to purchase flights for the workers and balance to be returned before they go for their leaves / vacation.</p>		
Corrections:	Prohibition letter to estate's welfare officer to collect any deposit and allowing freedom for workers to buy their own flight ticket while awaiting training by Regional workforce department		
Root Cause Analysis:	Regional Workforce department failing to circulate the current procedure Seksyen 6 – Proses Penghantaran Pekerja Balik to the estate management		
Corrective Actions:	<ul style="list-style-type: none"> - Regional Workforce department to give training to estate management on returning balance before leave. - Management Meeting with workers to inform current procedure & previous miscommunication 		
Assessment Conclusion:	<p>The following evidence have been verified during the onsite major NC closure visit:</p> <ul style="list-style-type: none"> - Slide presentation from FGV Workforce Dept. (from KL HQ) on training to estate management on returning balance before leave. Attendance record dated 18/3/2019 was available. - meeting between estate management and workers to inform the current procedure about current procedure & previous miscommunication. A translator has been appointed to translate the presentation for the workers from India & Bangladesh [ref.: appointment letter dated 1/1/2019 for a translator (India & Bangladesh)] was also a staff at FGV Besout 07 Estate. Attendance lists dated 18/3, 20/3 and 25/3/2019 were available. - Samples of leave applications showing balance of flight tickets purchase have been returned to the applicants before they commence their leaves. <p>Based on the evidence, the correction and corrective actions have been effectively implemented. The continuous implementation shall be verified in the next assessment.</p>		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-N1	Clause & Category (Major / Minor)	Indicator 2.1.3
Date Issued	20/02/2019	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Mechanism for ensuring some compliance to legal was not adequately demonstrated.		
Requirement Reference:	A mechanism for ensuring compliance shall be implemented.		
Objective Evidence:	<p>Besout POM: During the site visit, it was observed that there is a high potential of leachate generated from EFB stock pile to flow was flowing to the environment through the nearest monsoon drain. The leachate was not channelled to the effluent treatment pond for treatment as required by Clause 27 of DOE's Compliance Schedule License No. 004230.</p> <p>Besout 6 estate: Chemical register referred document 455CR001 dated 31 December 2018 found not include certain chemical such as Monex, Krush, Halex Cypermetrin, Agro Surfactant, Bayfolan, Waricle, Impact 75 and Ecomax.</p>		
Corrections:	<p>Mill 1) Drainage system for EFB leachate is expected to be completed by contractor in 6 months after a new tender is approved by regional office. Application for the new drainage system has been submitted to the regional office.</p> <p>Besout 6 1) Storekeeper to update all new chemical in current chemical register</p>		
Root Cause Analysis:	<p>Mill 1) Awareness of DOE'S Compliance Schedule is not given to all supervisor. As such there is no reporting from them to the mill management regarding leachate issue.</p> <p>Besout 6 1) The management did not do training evaluation on storekeeper to ensure understanding regarding chemical register training</p>		
Corrective Actions:	<p>Mill 1) Training of all supervisor to monitor compliance on DOE'S Schedule. 2) Appointment of individual supervisor to monitor each clause of DOE'S Schedule</p> <p>Besout 6 1) Training analysis after training of chemical register 2) Re-training of storekeeper if analysis score is bad</p>		
Assessment Conclusion:	The correction and corrective actions are accepted. The effectiveness of the implementation shall be verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-N2	Clause & Category (Major / Minor)	Indicator 5.1.2 Minor
Date Issued	20/02/2019	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Mitigations of environmental impacts were not adequately addressed.		
Requirement Reference:	Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.		
Objective Evidence:	1) Besout 07 Estate has appointed a third party (Pitzone Auto Services and Tyre Sdn Bhd) to carry out repair/servicing of its machinery. The used oil (SW305/306) and used filter (SW410) from the servicing activity were normally taken away by the third party to their premise. However, there is no evidence that the third parties have obtained any forms of authority to take away the scheduled wastes from the Department of Environment. 2) The outlet discharge hole of the secondary containment of diesel skid tank at Besout 07 has no stopper. Therefore, in the event of major spillage of diesel, it would escape directly to the environment.		
Corrections:	Issue (1): - Communication with Jabatan Alam Sekitar Ipoh to send schedule waste to Besout mill - Budget to build schedule waste store - Disposal inventory of schedule waste produced Issue (2) - Install stopper at sump outlet		
Root Cause Analysis:	1) The estate's management is not well versed at all in law requirement regarding schedule waste. 2) Contamination from skid tank sump is not identified in environmental aspect impact		
Corrective Actions:	Issue (1): - Training of Schedule Waste Disposal procedure by Operations department to the estate's management Issue (2): - Conduct review on environmental aspect impact for skid tank - Appoint supervisor to monitor pollution at skid tank sump outlet		
Assessment Conclusion:	The correction and corrective actions are accepted. The effectiveness of the implementation shall be verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-N3	Clause & Category (Major / Minor)	Indicator 5.3.3 Minor

RSPO Public Summary Report
Revision 7 (Aug /2018)

Date Issued	20/02/2019	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	The appropriate method of disposal of domestic wastes from workers housing was not adequately implemented.		
Requirement Reference:	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.		
Objective Evidence:	Based on site visit at Besout 07's landfill, recyclable wastes such plastic bottles/containers, metal, papers, etc. were found inside the rubbish pit.		
Corrections:	1) Installation of recycling waste dustbin at worker's housing. 2) Continuous disposal of recycling waste to proper contractor.		
Root Cause Analysis:	Recycling procedure is never implemented by the management		
Corrective Actions:	1) Awareness to estate management by Operations department of the new 'Pengurusan Sisa Pepejal' procedure established on 2 Feb 2019. 2) Letter of acknowledgement to the garbage collector to ensure recycling waste are not brought to landfill. 3) Awareness to workers regarding domestic waste separation.		
Assessment Conclusion:	The correction and corrective actions are accepted. The effectiveness of the implementation shall be verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-N4	Clause & Category (Major / Minor)	Indicator 6.1.4 Minor
Date Issued	20/02/2019	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	The SIA for Besout 6 is not being carried out once every 2 years. The last assessment was carried out on 14/2/2017. Issues raised during the stakeholder interview and workers interview such as absconded and disagreement of Indonesian workers (due to owning vehicle illegally) and request from Kg Orang Asli Erong to maintain and recondition the road from their village to main road; is recommended to be included in the assessment.		
Requirement Reference:	The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.		
Objective Evidence:	Laporan Penilaian Impak Sosial FGVPM Besout 6 ; Type : RSPO 2017 (Kriteria 6.1); Projek: FGVPM Besout 6; Doc. No: 1/2017; Date: 14/2/2017 & Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi Impak Sosial di Ladang FGVPM Besout 6.		
Corrections:	1) Conduct SIA with all internal stakeholders again discussing issues including; absconded and disagreement of Indonesian workers (due to owning vehicle		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	illegally) and request from Kg Orang Asli Erong to maintain and recondition the road from their village to main road 2) To propose action plan for issues raised during external audit stakeholder interview 3) PSD has delegated their job scope to include staff from Sustainability Engagement Unit to assist in conducting SIA
Root Cause Analysis:	PSD team (Plantations Sustainability Department) has planned SIA for Besout complex on February but there is not enough team members due to many staff resigning.
Corrective Actions:	1) Reschedule of SIA timetable for all complexes 2) PSD clerk to monitor SIA expiry date.
Assessment Conclusion:	The correction and corrective actions are accepted. The effectiveness of the implementation shall be verified in the next assessment.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1736826-201902-N5	Clause & Category (Major / Minor)	Indicator 6.5.3 Minor
Date Issued	20/02/2019	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	The line-site weekly inspection was found ineffective.		
Requirement Reference:	Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.		
Objective Evidence:	Despite weekly line-site inspection is carried out; there are several issues found as:- - Hostel 6B Block A – water pipe leaking, 4 water tap leaking, 1 container with mosquito breeding - Hostel 6B Block C – abandoned food plate with mosquito breeding		
Corrections:	1) Repair the leaking pipes and taps 2) Clean up the hostel compound 3) Remove container that is used to hold the pipes from reserve tank.		
Root Cause Analysis:	Inspection is not appropriately being carried out based on the checklist provided		
Corrective Actions:	- Re-training of the checklist to housing welfare officer - Manager to review linesite inspection record based on actual condition to evaluate proper work done by welfare officer		
Assessment Conclusion:	The correction and corrective actions are accepted. The effectiveness of the implementation shall be verified in the next assessment.		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Opportunity for Improvements	
OFI #	Description
1736826-201902-01	Details: Besout 06 declares its total area as 2,384.90 ha which is extracted in the ERML system. However, the source of this information from legal documents (e.g. land titles, agreement letter, etc.) can be improved by having them available on site.
1736826-201902-02	Details: To improve for pesticides store according to recognised best practices, safety data sheet and also Pesticide act 1974 such as proper spill kit for both mill and estate.
1736826-201902-03	Details: Chemical handling training have been conducted on 5 December 2018. Based on interview with workers, found some workers still need further improvement in awareness to chemical handling in estate.
1736826-201902-04	Details: The emergency eye wash is available in Besout 6 and Besout 7. Based on testing, the water pressure can be further improved.
1736826-201902-05	Details: Stakeholder meeting for Besout 6 was last conducted on 10/8/2017. The documentation and reporting of the issues and concern raised by the stakeholder during the meeting such as request for maintaining /repairing / re-tar the road from Kg Orang Asli Erong to main road, debt not being paid by workers to 1 of the stakeholder who manages the glories shop, etc., can be further improved.

Positive Findings	
PF #	Description
Nil	n/a

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-Conformity			
NCR Ref #	1590699-201802-M1	Clause & Category (Major / Minor)	Indicator 5.1.1 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	14/03/2018
Statement of Nonconformity:	The mitigation method was not related to the aspect/impact identified.		
Requirement Reference:	An environmental impact assessment (EIA) shall be documented.		
Objective Evidence:	Besout POM: Procedure for Aspect Impact was established (FPI/L2/QOHSE-1.0, dated 23/11/16). Last Aspect Impact was reviewed on 4/2/2017, however, the mitigation method in the significance environmental aspects and impact register form (FPI/L4/QOHSE-1.8 Pind 0) was not related to the aspect, impact identified. 1. Aspect: water spill (air terpercik), Impact: air pollution, Mitigation: construct bunding 2. Aspect: noise, Impact: unpleasant working environment, Mitigation: PPE 3. Aspect: sample of CPO, Impact: unpleasant working, Mitigation: oil trap		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	4. Aspect: vehicle, Impact: air pollution, Mitigation: Operation Procedure/PPE
Corrective Actions:	1. Conduct management review meeting with supervisors and mill manager to brainstorm control measures for environmental impacts identified. 2. Update the aspect impact report verified by mill manager
Assessment Conclusion:	<p>ASA1 verification: The identification of environmental aspects and evaluation of significance form (FPI/L4/QOHSE-1.7 Pind 0) and significant environmental aspect and impact register form (FPI/L4/QOHSE-1.8 Pind 0) were update by Assistant Manager and Verified/Approved by Mill Manager. Based on verification of the significance environmental aspects and impacts register form, the followings have been addressed:</p> <p>Aspect: Water consumption, Impact: water pollution, Mitigation: Treatment at Effluent treatment plant Aspect: Operation of bunch splitter, Impact: noise, Mitigation: Noise boundary monitoring Aspect: Sample of CPO, Impact: Spillage of testing reagent, Mitigation: Operation control as per procedure (ERP for control of CPO spillage-FPI/L3/15- 25) Aspect: vehicle, Impact: black smoke from vehicle, Mitigation: yearly inspection by Puspakom. Thus, the major NC is remained closed.</p>

Non-Conformity			
NCR Ref #	1590699-201802-M2	Clause & Category (Major / Minor)	Indicator 4.6.5 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	14/03/2018
Statement of Nonconformity:	The amount of chemical (monocrotophos) received was exceed the amount stated on the permit by DOA.		
Requirement Reference:	Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers		
Objective Evidence:	FGV Besout 6: Pesticide Permit (Purchase): PK/MONO(GL)/17/011-Monocrotophos (amount: 280Ltr), valid until 6/2/2017. However the management received 300Ltr of monocrotophos which exceed the amount stated on the permit.		
Corrective Actions:	1) Establish a procedure for pesticide purchasing 2) Create a flow chart for purchasing monocrotophos only after obtaining approval from the ministry of agriculture		
Assessment Conclusion:	ASA1 verification: During site visit in Besout 6 estate, last implementation of class 1 chemical is on March 2017. No new record for year 2018 and 2019. Thus, the NC is remained closed.		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Non-Conformity			
NCR Ref #	1590699-201802-M3	Clause & Category (Major / Minor)	Indicator 4.7.2 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	14/03/2018
Statement of Nonconformity:	The implementation of safety and health for outsiders was not fully implemented		
Requirement Reference:	All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues.		
Objective Evidence:	Besout POM: The implementation of safety and health for outsiders was not following the own established procedure (Peraturan Am Keselamatan, dated 14/7/2010): 1. Lorry driver wearing slipper instead of safety boot 2. Drivers were smoking while driving to the ramp area		
Corrective Actions:	1) Mill manager to summon auxillary police and FFB greder regarding enforcement. 2) Install signage on prohibition of smoking and wearing safety boots at mill's entrance and at loading ramp. 3) Provide PPE monitoring book to auxillary police and FFB greder 4) PPE monitoring book is reviewed and any nonconformance is taken action against by summoning the respective lorry drivers		
Assessment Conclusion:	ASA1 verification: In Mill, new procedure to ensure all contractor, FFB supplier and visitor is wear and followed the OSHA regulation and its call ' <i>Prosedur Keselamatan dan Keperluan Pekerjaan untuk Kontraktor, Pembekal dan Pelawat (Doc No. :-FPI-PK-48)</i> ' and the implementation and enforcement done by FELSCO. Management also have some programme for awareness training to stakeholder and some reminder during stakeholder meeting. Thus, the NC is remained closed.		

Non-Conformity			
NCR Ref #	1590699-201802-N1	Clause & Category (Major / Minor)	Indicator 4.6.10 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	22/04/2019
Statement of Nonconformity:	Proper disposal of waste material were not fully demonstrated		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated		
Objective Evidence:	Besout 07: Visit to Workers Line Site/Hostel in FGV Besout 07 i.e. "Asrama 6B" located next to replanting area in "Peringkat 17L" found the waste material including drinks can, used gumboot, lubricant pail cap and etc. were being dumped on the ground behind Blok A of Asrama 6B without proper disposal handling.		
Corrective Actions:	1) Workers hostel weekly monitoring on waste management 2) To perform a demonstration on the types of waste to be recycled or to be disposed in the landfill 3) Monitor the cleanliness of workers hostel		
Assessment Conclusion:	ASA1 verification:		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	Based on revisit at Asrama 6B, rubbish can still be found behind Blok A of Asrama 6B and without proper disposal handling. Due to the recurrence of issue, the CAP was not effectively implemented and therefore the Minor NCR is escalated to Major. Refer to NCR #1736826-201902-M1.
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Opportunity for Improvements	
OFI #	Description
OFI 1	

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Major / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1590699-201802-M1	Major	5.1.1	08/02/2018	Closed out on 14/03/2018
1590699-201802-M2	Major	4.6.5	08/02/2018	Closed out on 14/03/2018
1590699-201802-M3	Major	4.7.2	08/02/2018	Closed out on 14/03/2018
1590699-201802-N1	Minor	4.6.10	08/02/2018	Escalated to Major. Refer to NCR #1736826-201902-M1.
1736826-201902-M1	Major	4.6.10	20/02/2019	Closed out on 22/04/2019
1736826-201902-M2	Major	2.1.1	20/02/2019	Closed out on 22/04/2019
1736826-201902-M3	Major	6.12.1	20/02/2019	Closed out on 22/04/2019
1736826-201902-N1	Minor	2.1.3	20/02/2019	"Open"
1736826-201902-N2	Minor	5.1.2	20/02/2019	"Open"
1736826-201902-N3	Minor	5.3.3	20/02/2019	"Open"
1736826-201902-N4	Minor	6.1.4	20/02/2019	"Open"
1736826-201902-N5	Minor	6.5.3	20/02/2019	"Open"

3.5. Stakeholders Consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Besout Palm Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each

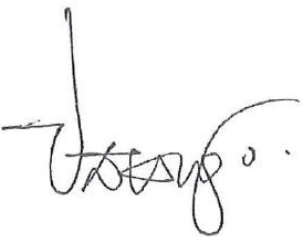

RSPO Public Summary Report
Revision 7 (Aug /2018)

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.

List of Stakeholders Contacted	
Internal Stakeholders Foreign Workers Representative Field upkeep workers Harvesters Mill Operators	Union/Contractors/Local Communities Surrounding communities (Kg Erong, Grocery shop owner) Maintenance contractors Suppliers
Government Departments Nil	NGO Nil

IS #	Description
1	Feedbacks: Representatives from Kg Orang Asli Erong - He informed that they have good relationship with the management. There was no encroachment of land by the company. Trenches were constructed to demarcate the boundaries. They understood the complaint procedure, can approach the management freely & openly and participated in the stakeholder meeting. He further added that the management have assisted them on road repair / maintenance. They are currently requesting from the local authority (Jabatan Kemajuan Orang Asli) to assist in re-surfacing the road with tar/bitumen.
	Management Responses: Management did not receive any request from the Kg Orang Asli pertaining to resurfacing the road; currently maintaining the road condition from time to time and whenever requested by the Kg Orang Asli. Will assist the Jabatan Kemajuan should any request comes in.
	Audit Team Findings: No other issue. Both parties have good communication and relationship.
2	Feedbacks: Settler / Owner of Groceries Shop Besout 7 – No issue with the management. No encroachment issue ever come across throughout his years of business in Besout 7. No rental fee is charged all the while except recently after the shop have being renovated. He understood the complaint procedure and can approach the management at any time whenever help is needed. Pricing of the groceries is according to the market and he provides credit terms to those who needed. No other issue raised except having difficulties in getting pay from foreign workers (Indonesian) due to the recent issue between management and workers.
	Management Responses: Management will ensure all stakeholder is supported and responded whenever required. As the debt / getting paid by the affected workers is agreement between the groceries shop owner and workers, therefore not being able to intervene except verbal reminder to workers during roll-call session. Issues raised by the settler is due to dissatisfaction of certain Indonesian workers who refused to follow instruction which have being resolved amicably.
	Audit Team Findings: Issue between workers and management is documented and found to be managed according to the procedure. No other issues.
3	Feedbacks: Contractors (maintenance) – The payment was made promptly according to the agreement. They had signed on the agreement prior to provide services and understood the terms and conditions stated in the agreement. They aware of the complaint procedure and have good relationship with the management.
	Management Responses: Management committed that payment will be made promptly to all contractors.
	Audit Team Findings: No other issue. Randomly selected contract and payment receipt confirmed they are paid promptly.

<p>4</p>	<p>Feedbacks: Representative from Mosque – Management have good relationship and communication with them. No negative issues discovered for the past years. No land encroachment issues was made aware to him so far. The management is very supportive and provide assistance whenever requested; e.g. borrowing backhoe loader</p>
	<p>Management Responses: Management will provide assistance whenever requested by the mosque.</p>
	<p>Audit Team Findings: No other issue.</p>
<p>5</p>	<p>Feedbacks: Supplier (tool and parts supplier) – he has no issue with management. Payment is made promptly after invoice is issued. He aware of the complaint procedure and can approach management openly.</p>
	<p>Management Responses: Management will ensure payment is made promptly and open to any feedback or complaint raise by the contractors.</p>
	<p>Audit Team Findings: No other issue.</p>

Formal Signing-off of Assessment Conclusion and Recommendation	
<p>The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that Besout Palm Oil Mill has complied with the RSPO P&C MY-NI 2014 & RSPO Supply Chain Certification Standard (June 2017) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of Besout Palm Oil Mill is approved and continued.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Valence Shem	Name: Ameer Izyanif bin Hamzah
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Sustainability Compliance & Certification EGV Holdings
Title: Lead Auditor	Title: General Manager
Signature: 	<p>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></p>  Name
Date: 13/6/2019	Date: 24/6/2019

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Commitment to Transparency			
Criterion 1.1: Growers and millers provide 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	There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making. - Minor compliance -	Adequate information covering on environmental, social and legal issues which are relevant to RSPO Criteria and relevant to stakeholders is shared during the stakeholder meeting. Stakeholder meeting was conducted on 24/8/2017 that involve a wide range of internal and external stakeholders including government authorities on the assessment and briefing on the RSPO Criteria. Meeting also conducted by CDD unit of Environment & Sustainability Department FGV as per records sighted for Program Stakeholder Consultation Kompleks Besout & Trolak (Majlis Perjumpaan Bersama Pihak Yang Berkepentingan/Stakeholders Anjuran Kompleks Wilayah Trolak); Date: 10/8/2017; Venue: Dewan Rajawali, Felda Residence Trolak. Feedbacks recorded in Borang Soal Selidik which were fed into SIA and management plan. Mesyuarat Jawatankuasa Permuafakatan Productiviti & Kualiti (JPPK) Kilang Sawit Besout, Bil: 01/2018, dated 04/1/2018, attended by FGV representatives and settler's representatives was sighted and available at site.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
1.1.2	Records of requests for information and responses shall be maintained. -Major compliance	The operating units maintain records of information request and response under file QOHSE-FPI/L2/QOHSE-06. Sighted sampled records as following: i) Recorded in Borang Kawalan Rungutan, Keingkaran dan Tindakan Pembetulan; Form # FPI/L4/QOHSE-22.1 Pind 0 – Sampled aduan – CAN # 172 dated 1/10/2017. All information request can be made through FGV sustainable team and representative from estate and mill.	Complied
Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.			
1.2.1	Publicly available documents shall include, but are not necessary limited to: <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). - Major compliance –	DOSH log book last visit in mill is on 1 Feb 2019 for renew PMD license (PMD 3256). For Besout 6 estate the last DOSH visit is on 29 January 2019 for renew Air receiver (PK PMT 5471) license by En Zainul Azereen.	Complied
Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.			

Criterion / Indicator		Assessment Findings	Compliance
1.3.1	<p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p> <p>-Minor compliance</p>	<p>FGV have established a Group Sustainability Policy; Policy 13 – Polisi Kod Etika Kerja dan Integriti; dated 1/6/2014, endorsed by the FGV President and CEO. The company policy committed to ensure all the employees comply with below requirement:</p> <ul style="list-style-type: none"> i. Menolak amalan rasuah , korupsi dan pecah amanah ii. Menghindarkan sebarang percanggahan kepentingan iii. Melaksanakan urusan perniagaan dengan telus , jujur dan adil iv. Melindungi kerahsiaan maklumat kumpulan selaras dengan etika penghebahan maklumat mengikut peraturan v. Meningkatkan tahap profesionalisma <p>The policy is communicated to all levels of workforce and operations through Taklimat Intergriti &Tadbir Urus Kilang Sawit Besout, dated 14/8/2018 @ 0900, Dewan KS Besout. Attendance record with total of 75 participants in place and individually signed letter "Corruption Free Pledge", doc. Ref.no.: (0001)/EIM/FORM7/0317, available and reviewed as at time of audit.</p>	Complied
Principle 2: Compliance with applicable laws and regulations			
Criterion 2.1:			
There is compliance with all applicable local, national and ratified international laws and regulations.			

<p>2.1.1</p>	<p>Evidence of compliance with relevant legal requirements shall be available. - Major compliance -</p>	<p>Besout Certification Unit maintains its implementation towards complying the relevant legal requirements by using their legal register as guidance. Among the evidence of compliance sighted are:</p> <p><u>Besout POM</u></p> <ul style="list-style-type: none"> - Besout POM - Diesel permit - #A000003-TPH, validity 13/9/2018 to 12/9/2019, limit 29,115 lt diesel, holder: FPISB, Kilang Sawit Besout - MPOB License #500155504000 – FGV Palm Industries Sdn Bhd, Kilang Sawit Besout, 1/4/2019 to 31/3/2020 - Scheduled wastes competent person: Mr. Aiman B. Mohd. Noor, CePSWaM/16065, validity 14/3/2016 – 15/3/2017, Field Training Report (FTR) was submitted to EiMAS in March 2017 and now pending for interview - ETP competent person: Mr. Mohd Zulazreen B. Mohd Yunus, CePPOME/170019, validity 15/3/2017 – 22/4/2018, Field Training Report (FTR) was submitted to EiMAS in March 2017 and now pending for interview <p><u>Besout 06 Estate:</u></p> <ul style="list-style-type: none"> - MPOB License #57469002000 – FGVP(M)SB, Ladang Felda Besout 06, Menjual & Mengalih FFB, 2,620.76 Ha, validity 1/7/2018 to 30/6/2019 - Diesel permit - # A01716, validity 16/1/2019 to 15/1/2020, 11,000 lt diesel <p><u>Besout 07 Estate:</u></p> <ul style="list-style-type: none"> - MPOB License #559124002000 – FGVP(M)SB, Ladang Felda Besout 07, Menjual & Mengalih FFB, 2,908.04 Ha, validity 1/4/2018 to 31/3/2019 	<p>Major nonconformance</p>
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		<p>- Diesel permit - #A017326, validity 15/12/2018 to 14/12/2019, 10,000 lt diesel</p> <p>Document reviewed in FGV POM found that workers sampled below have worked more than 12 hours per day violating the Employment Act 1955 (Act 625) Part XII Rest day, Hours of Work, Holiday and Other Condition of Service. Section 60A. Hours of Work; Subsection (7):-</p> <p>October 2018 – Employee No.: 1204089 – 12.5 hours on 3/10/2018, 14.0 hours on 4, 18 & 30/10/2018, 14.5 hours on 9 & 15/10/2018, 16.0 hours on 16/10/2018</p> <p>January 2019 – Employee No.: 1210987 – 16.0 hours on 16/1/2019, 21.0 hours on 27/1/2019 Employee No.: 1211314 – 13.5 hours on 31/1/2019 Employee No.: 1204092 – 18.0 hours on 27/1/2019 Employee No.: 1209887 – 14.0 hours on 8 & 31/1/2019, 16.0 hours on 29/1/2019 Employee No.: 1204090 – 12.5 hours on 6 & 15/1/2019 Thus a non-conformity report was assigned due to this lapse.</p> <p>AGT – In Mill have 2 AGT personel. Sampling one HQ/17/AGTES/01/02032 valid until 8 July 2020 AESP – have 18 AESP personel. Sampling on steriliser AESP for authorised personel refer to license NW-NCC-AE-3303-C valid until 5 December 2019 Engine driver cert Gred Two refer PA/07/2004 (Siries No: 025180), for Gred One refer cert PA/60/99 (Siries No: 021092)</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
	<p>PTW – refer to Permit Kerja Ruang Terkurung Borang B for PMD 3256 dated 28 Jan 2019. From the implementation record it been handle by competent person (AESP and AGT). AGT by Mr Mohd Zulazreen HQ/18/AGTES/01/03052 (valid until 16 July 2020 PMT – PK PMT 4687 (steriliser) valid until 1 July 2019 PMD for Boiler No 1 PMD 3255 valid until 28 April 2019 and for Boiler No 2 PMD 3256 valid until 19 Feb 2019 (already been inspect by Dosh on 1 Feb 2019). On 16 Feb 2019 the mill already been reply for machine repair to DOSH</p> <p>In Besout 6 estate, Air receiver PK PMT 5471 valid until 28 April 2019. For Besout 7 genset is been using for generate electric workers housing. The management already apply with Suruhanjaya Tenaga on 2 Jan 2019 and still in progress for verification from authorities can refer letter OPIP0901201900004L.</p>	

Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.2</p> <p>A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -</p>	<p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legal and Other Requirements [FPI/L2/QOSHE 2.0, 29/11/2016].</p> <p>The applicable legal requirements for the mill and estate were registered in “<i>Daftar Perundangan dan Lain-lain Keperluan</i>” (Register of Legal and Other Requirements) [FPI/L4/QOSHE-2.1 Pind 0] which was last updated 7/3/2018. The register has info about:</p> <ul style="list-style-type: none"> • Act/Section/regulation • Enforcer • Main requirement (e.g. <i>menjaga kebajikan petugas di tempat pekerjaan</i>) • Environment aspect • Enforcement standard • Penalty • PIC • Compliance status <p>Among the Acts included: OSHA, FMA, Electric Supply Act, BOMBA, EQA, Poison Act, Weigh & Measure Act, SOCSO Act, MPOB Act and Employment Act to name a few.</p>	<p>Complied</p>

<p>2.1.3</p>	<p>A mechanism for ensuring compliance shall be implemented. - Minor compliance -</p>	<p>The mechanism is guided by Manual Procedure, Evaluation of Compliance to Legal and Other Requirements [FPI/L2/QOSHE-17.0, rev. 3, dated 29/11/2016]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register [ML-1A/L5-AP1 Pind 0] there is a column to record the status of compliance and it was done by the assistant managers. The report of status of compliance helps the management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action. The mill and the estates have last updated its register in March 2018.</p> <p><u>Besout POM:</u> During the site visit, it was observed that there is a high potential of leachate generated from EFB stock pile to flow was flowing to the environment through the nearest monsoon drain. The leachate was not channelled to the effluent treatment pond for treatment as required by Clause 27 of DOE’s Compliance Schedule License No. 004230. Thus a non-conformity report was assigned due to this lapse.</p> <p>Audiometric test done on 18 May – 9 June 2018 and found 27 STS by Specialist Mobile Safety Supplies Sdn Bhd. 27 already retest on 9 Dec 2018 by Klinik Shamsudin Ibrahim. The report is not complete and properly kept by the management.</p> <p>Besout 6 estate, chemical register referred document 455CR001 dated 31 December 2018 found not include certain chemical such as Monex, Krush, Halex Cypermetrin, Agro Surfactant, Bayfolan, Waricle, Impact 75 and Ecomax. CHRA is done on 23 September 2016 by Shaari Chin (JKKP HIE 127/171-2(124)) from Global Advance Training and Consultancy and have some additional Chemical Health Risk Assessment (CHRA) for Impact 75 (Acephate)</p>	<p>Minor nonconformance</p>
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Criterion / Indicator		Assessment Findings	Compliance
		<p>on 14 Feb 2019. Thus a non-conformity report was assigned due to this lapse.</p> <p>In Besout 7 estate, Chemical register updated on 4 August 2018 by Nasihah, all chemical is been registered by management however found chemical Adonis (Class II) not been assess during CHRA assessment dated 14 December 2018 by Haji Shaari Chin (JKKP HIE 127/171-2(124)) from Global Advance Training and Consultancy.</p>	
2.1.4	<p>A system for tracking any changes in the law shall be implemented.</p> <p>- Minor compliance -</p>	<p>Tracking of any changes in law is guided by a procedure “<i>Perundangan dan Lain-lain Keperluan Kawalar</i>” (Legal and Other requirements) [FPI/L2/QOSHE-2.0, rev. 3, dated 29/11/2016]. Among the medium used to keep the management updated in law changes are government agencies websites, news and circulars.</p>	Complied
<p>Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p>			
2.2.1	<p>Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p> <p>- Major compliance -</p>	<p>Both mill and estates were able to demonstrate their rights to use land through several documents: The mill has its own land title: No. H.S.(D): 10962, 82,000 sq.m, lease period is from 24/9/2004 until 23/9/2103 (99 years), owner: Felda Palm Industries Sdn Bhd. Conditions: Industry – Palm Oil Mill. The premise is surrounded by Fleda’s settlers and Besout 07 Estate. FGVP Besout 06 and FGVP Besout 07-Agreement between FELDA Gunong Besout and Kerajaan Negeri Perak, dated 29/7/1978, total 31,800 acres. Besout 06 declares its total area as 2,384.90 ha which is extracted in the ERML system. However, the source of this information from legal documents (e.g. land titles, agreement letter, etc.) can be improved by having them available on site (OFI).</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
2.2.2	Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -	The mill is using perimeter wire mesh fencing to demarcate its boundary between third parties. Based on site visit at boundary between Orang Asli's land and Field PM13W of Besout 06, trench was constructed as demarcation of boundary.	Complied
2.2.3	Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). - Minor compliance -	There is no land dispute in the certification unit and supply base at the time of audit. Land ownership document clearly indicate that land could be used for palm plantation activities. There isn't any conflict on the condition of land use as per land title. The land is obtained from the state government through legal process.	Complied
2.2.4	There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance	No disputes, conflicts or a customary right as the land belongs to state government that leased to FGVP for 99 years.	Complied
2.2.5	For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance	There are no disputes, conflicts or a customary right hence participatory mapping not required.	Complied
2.2.6	To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance	During field visit and interview with internal/external stakeholders, it was found there was no conflict nor violence occurred within the estate. The presence of security force ensures a safe and harmonized environment at all time.	Complied
Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.			

Criterion / Indicator		Assessment Findings	Compliance
2.3.1	Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Major compliance -	There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers and local aborigine villages (Kampung Orang Asli). Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPIB.	Complied
2.3.2	Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for 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 company's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers and local aborigine villages (Kampung Orang Asli). Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPIB.	Complied

Criterion / Indicator		Assessment Findings	Compliance
2.3.3	All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance	There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers and local aborigine villages (Kampung Orang Asli). Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPISB.	Complied
2.3.4	Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance	There is no land dispute in the Besout Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers and local aborigine villages (Kampung Orang Asli). Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPISB.	Complied
Principle 3: Commitment to long-term economic and financial viability			
Criterion 3.1:			
There is an implemented management plan that aims to achieve long-term economic and financial viability.			

Criterion / Indicator	Assessment Findings	Compliance
<p>3.1.1</p> <p>A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.</p> <p>- Major compliance -</p>	<p>The annual business plan is available as per the Group Financial Procedure. & Guidelines. Both estates and the mill had a similar format i.e. in the form of annual budget with a 3 year projection. (Budget year,PY2,PY3) This business plan is prepared as guidance for the forthcoming year and future planning.</p> <p>The mill budget (54 mt milling capacity) had the following components in the expenditure details.</p> <ul style="list-style-type: none"> a) Manning Level - Total no of employees required at each station. b) FFB Source and annual estimate c) Extraction ratios OER, KER d) Expenditure on Administration / Compound Upkeep / Medical e) Maintenance / Consumables / PPE / Tools <p>Business plans for the estates were reflected through annual budget with 3 years projection. The average budgeted operation expenses were around RM280/mt/year or RM3,900/Ha/year which basically included the harvesting and maintenance. As to monitor the expenditure, the managers were required to submit their expenditure report to HQ on monthly basis with justification where necessary. Apart from that, there is also budget challenge meeting, where the managers present their expenditures to the top management to be reviewed. The justification report for 2018 expenses variance against budget at Besout 06 was available for verification.</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings					Compliance																							
3.1.2	An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. - Minor compliance -	All of the visited estates have established their replanting programme with 5 years projection as shown in the table below:					Complied																							
		<table border="1"> <thead> <tr> <th rowspan="2">Estates</th> <th colspan="5">Ha/year</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Besout 06</td> <td>0 (oldest planted in 1998)</td> <td>0</td> <td>0</td> <td>78.15</td> <td>0</td> </tr> <tr> <td>Besout 07</td> <td>0 (oldest planted in 2009)</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>						Estates	Ha/year					2020	2021	2022	2023	2024	Besout 06	0 (oldest planted in 1998)	0	0	78.15	0	Besout 07	0 (oldest planted in 2009)	0	0	0	0
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<p>Principle 4: Use of appropriate best practices by growers and millers</p> <p>Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.</p>																														

Criterion / Indicator		Assessment Findings	Compliance
4.1.1	Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -	<p>For Mill manual:- Manual Operasi Kilang Sawit dated 2 Jan 2001 and amended on 4 August 2017 cover from Main Gate (FPI/L3/1-01), FFB received until Diesel stock control (FPI/L3/16-01). Another manual is Manual Prosedur Kualiti, Keselamatan Kesihatan Pekerjaan dan Alam Sekitar dated 2 Jan 2008 and last amend is on 8 June 2018 (FPI/L2/QOSHE-1.0 until FPI/L2/QOSHE/16.0. For Lab SOP – Manual Operasi (Makmal) dated 2 Jan 2012 amend on 31 December 2015 can refer doc FPI/L3/14-01-01 until FPI/L3/14-05-41.</p> <p>The SOP for estates had been established entitled “Manual Ladang Sawit Lestari” (Sustainable Oil Palm Plantation Manual), 3rd edition as guidance to maintain the agriculture best practices. There are 5 main sections in the manual i.e. oil palm nursery management, development of replanting, immature oil palms, mature oil palms and fertiliser application.</p>	Complied
4.1.2	A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -	<p>In Mill the implementation have been confirm or check during Assessment for FORA dated 16 – 18 October 2018 referred (33)010/810/HQ/GTMO/FORA2018, this assessment done by Zulhafiz Bin Abdul Sukor. Besout Mill got high Score mark for overall. This assessment is cover for all operation including oil recovery assessment and critical control parameter.</p> <p>Among the mechanism to check consistent implementation of procedures at the estates were daily field supervision, taskforce visits, daily grading by Estate Quality Inspector (EQI), agronomist visit and regional office audit (CDD unit) to name a few.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.1.3	Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance -	Records of monitoring were well maintained by the estates and mill. Among the records verified were daily grading report, CDD unit audit report, agronomist report and plantation advisor report. Based on the report, appropriate actions were acted upon. From the report FORA, the record of despatch CPO analysis is available latest record is on 10 Feb 2019 by Lorry WLU 2042. The result is low than 7% as per SOP requirement for kernel Silo and Kernel dirt is a round 5.5% to 5.7% low than 6% as per requirement same as per FORA report.	Complied
4.1.4	The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -	Purchasing of third-party sourced FFB implemented as per established Procedure: Purchasing of FFB; Doc. no.: FGV/FGVPM/II/QOHSE/15/012.1; Rev. 2; Date: 31/5/2017. Record the origins of all third-party sourced Fresh Fruit Bunches (FFB) was clearly identified in the despatch note.	Complied
Criterion 4.2:			
Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
4.2.1	There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. - Minor compliance -	Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertiliser for various stages of palm age and techniques. Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil. The average dosage of fertiliser recommended by the company's agronomy department for 2019 was about 10 kg/palm/year.	Complied
4.2.2	Records of fertiliser inputs shall be maintained. - Minor compliance -	Straight, compound and mix fertilizer are used at both estates. Progress of fertiliser application is recorded in "Rekod Program Pembajaan" (Manuring Program Records). Based on the recommendation and manuring program, the average dosage of fertiliser recommended was around 10 kg/palm/year.	Complied

Criterion / Indicator		Assessment Findings	Compliance																								
4.2.3	There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -	Leaf sampling is done by FASSB, Agronomy Advisory Dept., and reported in " <i>Laporan Agronomi FGVP(M) Besout 06</i> ". For 2019 fertiliser recommendation, leaf analysis conducted on 27/3/2018 together with soil analysis to determine the status of nutrients i.e. N, P, K, Ca, Mg and B.	Complied																								
4.2.4	A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. - Minor compliance -	Both visited estates had a nutrient recycling strategy in place. Palm fronds were stacked in the fields to decompose and by EFB application. Based on procedure, EFB is recommended to be applied at 40 mt/ha at the matured oil palm areas and at 35 mt/ha in the immature areas. Verified EFB transportation and application records for 2018 where 5,000.57 mt of EFB were applied at Block PM09R in the first half of the year.	Complied																								
Criterion 4.3: Practices minimise and control erosion and degradation of soils.																											
4.3.1	Maps of any fragile soils shall be available. - Major compliance -	Soil maps were available for both Besout 06 & 07. Details of soil series are shown as follows: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th>Besout 06</th> <th>Besout 07</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Bungor</td> <td>Bungor</td> </tr> <tr> <td>2</td> <td>Bungor/Gambut</td> <td>Merapoh</td> </tr> <tr> <td>3</td> <td>Malacca</td> <td>Colloviium</td> </tr> <tr> <td>4</td> <td>Colloviium</td> <td>Integrated Low Alluvium</td> </tr> <tr> <td>5</td> <td></td> <td>Kedah</td> </tr> <tr> <td>6</td> <td></td> <td>Munchong</td> </tr> <tr> <td>7</td> <td></td> <td>Malacca</td> </tr> </tbody> </table>		Besout 06	Besout 07	1	Bungor	Bungor	2	Bungor/Gambut	Merapoh	3	Malacca	Colloviium	4	Colloviium	Integrated Low Alluvium	5		Kedah	6		Munchong	7		Malacca	Complied
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Criterion / Indicator	Assessment Findings	Compliance
4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -	Besout 06 estate is on categories flat to undulating with certain areas having topography of 5 to 12 degree. There are no fields of more than 12 degree. Besout 07 Estate had certain fields on hilly areas, i.e. PM09F, PM09G, PR12H of more than 12 degree. In addressing the difference of the estate terrain FGVP had a management strategy in place for planting on slopes and to minimise and control erosion and degradation of soils. The strategy in place for plantings on slopes between 9 and 25 degrees was stated in <i>Polisi Perlindungan Tanah Curam Dan Rezab Sungai</i> formalised on 01/6/2014. In addition there are also guidelines and procedures as stated in Manual Lestari. Both estates had complied with this strategy. It was observed that practices to minimise and control erosion and degradation of soils were also advocated through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in interlines. It was observed in both mature and immature areas that slopes were terraced. In the new replants in both estates it was observed that slopes of above 25 degrees were not cultivated/replanted	Complied
4.3.3 A road maintenance programme shall be in place. - Minor compliance -	Annual road maintenance programmes were available at both of the visited estates. Among the activities included in the road maintenance were road grading & compacting, pot holes patching and resurfacing. Based on progress report, the estates were in line with the program and budget.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.3.4	Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -	In accordance with its established procedure and programme, the management continues to carry out its best practices in maintaining the water table of these areas. The network of drainage system was adequate and water table was monitored and maintained at 60 cm from the ground surface at all times by using piezometers, water level markers, sand bag stop bunds and water gates. In addition, both estates had mobile and static water pumps to pump out and pump in as and when the need arises. The inlet and outlet of water through these areas were controlled by water gates.	Complied
4.3.5	Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. - Minor compliance -	The peat area being very small and no replanting had been scheduled, as such drain ability assessment is not applicable	Complied
4.3.6	A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). - Minor compliance -	As indicated in the soil maps, there were no other fragile and problem soils in both the estates.	Complied
Criterion 4.4:			
Practices maintain the quality and availability of surface and ground water.			
4.4.1	An implemented water management plan shall be in place. - Minor compliance -	Water management plan for the mill was last updated on 5/1/2018. Basically the plan was focusing on the discharge quality of its effluent to the water ways such as efficient operation of effluent treatment plant and carrying out desludging at planned scheduled. Whereas for the estates, the water management plan was focusing on maintaining the riparian zone to minimise pollutant from directly reaching the rivers.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.2	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -	Refer to water management plan for both mill and estate. Among the plans were: 1. Monitoring on effluent on daily basis at final discharge. 2. Water river quality once a year 3. Rain water monitoring 4. Piezometer monitoring External analysis for effluent final discharge last was done by FPISB, Laboratory Bukit Goh. Certificate of analysis was available for verification and the results were found to be within the regulated parameter limit. Analysis river water monitoring was done once a yea by Felda Analytical Laboratory and Piezometer monitoring at Besout 06 was done once every 3 month.	Complied
4.4.3	Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -	The mill applies the biological system with multiple ponds in series for its treatment of effluent. The final discharge of the ETP The quality of discharged effluent was analysed every month and the parameters are T, pH, BOD, COD, TS, SS, O&G, AN and TN. The last 4 quarters results were verified where highest BOD reading was 64 ppm while lowest was 28 ppm. This is incompliance with the regulated limit i.e. 100 ppm.	Complied
4.4.4	Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -	The mill has been monitoring its consumption of water on daily basis. The water was sourced from Sg Sungkai – pumped into collection pond. Based on the daily records, the consumption in 2018 was 1.12 m3/mt FFB.	Complied
Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.			

Criterion / Indicator		Assessment Findings	Compliance														
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	IPM plan monitoring was implemented as per <i>Arahan Penguatkuasaan Penanaman Tumbuhan Berfaedah Untuk Kawalan Jangka Panjang Ulat Pemakan Daun</i> ; Ref.: (019) FGVPM/Zon1/3-1-1; Date: 21/8/2017. Barn owl and beneficial plants were observed during the field visit. Records of barn owl population census, rat census and bagworm census were also maintained at the office.	Complied														
4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	Training of those involved in IPM was adequately given through various session such as: - Chemical spraying on 17/9/2018 at Besout 06 - Application of Acephate for trunk injection to combat bagworm, on 22/8/2018 at Besout 06 Training records were available for verification.	Complied														
Criterion 4.6:																	
Pesticides are used in ways that do not endanger health or the environment																	
4.6.1	Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. - Major compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: MLSL (Ed.2)- Sec. 4(2.0) dated 1 June 2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical as per below sample:- <table border="1" data-bbox="1025 1043 1803 1278"> <thead> <tr> <th>Category</th> <th>Chemical Type</th> </tr> </thead> <tbody> <tr> <td>Imperata, Ischeamum & Pennisetum</td> <td>Glyphosate</td> </tr> <tr> <td></td> <td>Glufosinate ammonium</td> </tr> <tr> <td>Asystasia, Hedyotis, Ageratum, Mikania, Mimosa and Momordica</td> <td>Metsulfuron-methyl</td> </tr> <tr> <td></td> <td>2,4 D Amine</td> </tr> <tr> <td></td> <td>Fluroxypyr</td> </tr> <tr> <td></td> <td>Triclopyr</td> </tr> </tbody> </table>	Category	Chemical Type	Imperata, Ischeamum & Pennisetum	Glyphosate		Glufosinate ammonium	Asystasia, Hedyotis, Ageratum, Mikania, Mimosa and Momordica	Metsulfuron-methyl		2,4 D Amine		Fluroxypyr		Triclopyr	Complied
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4.6.2	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance -	Pesticide usage (a.i per ha) in Besout 6 & Besout 7 is available and sampling date as per below. <table border="1" data-bbox="1025 459 1823 823"> <thead> <tr> <th>Date</th> <th>Chemical Trade Name</th> <th>Area treated (Ha)</th> <th>a.i per ha</th> <th>No of applicant/ Field</th> </tr> </thead> <tbody> <tr> <td>11 Feb 2019</td> <td>Ecomax Alion</td> <td>27.71</td> <td>0.0147 0.0097</td> <td>5 person / Field 09R</td> </tr> <tr> <td>5 December 2018</td> <td>Juru 20 DF</td> <td>27.71</td> <td>0.0108</td> <td>5 Person/ Field 09R</td> </tr> <tr> <td>20 August 2018</td> <td>Genee 15</td> <td>28.0</td> <td>0.0178</td> <td>14 Person / Field PR17C</td> </tr> <tr> <td>28 July 2018</td> <td>Ken Glyphosate</td> <td>7.84</td> <td>0.178</td> <td>4 Person / Field PM09F</td> </tr> </tbody> </table>					Date	Chemical Trade Name	Area treated (Ha)	a.i per ha	No of applicant/ Field	11 Feb 2019	Ecomax Alion	27.71	0.0147 0.0097	5 person / Field 09R	5 December 2018	Juru 20 DF	27.71	0.0108	5 Person/ Field 09R	20 August 2018	Genee 15	28.0	0.0178	14 Person / Field PR17C	28 July 2018	Ken Glyphosate	7.84	0.178	4 Person / Field PM09F	Complied
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11 Feb 2019	Ecomax Alion	27.71	0.0147 0.0097	5 person / Field 09R																												
5 December 2018	Juru 20 DF	27.71	0.0108	5 Person/ Field 09R																												
20 August 2018	Genee 15	28.0	0.0178	14 Person / Field PR17C																												
28 July 2018	Ken Glyphosate	7.84	0.178	4 Person / Field PM09F																												
4.6.3	Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. - Major compliance -	The quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A. The implementation in the field is consistent with the manual. There is no prophylactic use of pesticides. As per Integrated Pest Management, in Besout 6 estate is apply for beneficial plan and barn owl box and also using Dipel (Microbial, Btk strain ABTS-351) to control bag worm, rat and others.					Complied																									

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
<p>4.6.4</p> <p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>- Minor compliance -</p>	<p>At Besout 6 referred (27)010810/HQ/JAB.OP.17/ Plantations/AM dated 8 May 2017 under Title : Prohibition On Using Paraquat Dichloride. This letter or memo to all FGV plantation to ensure cannot use Paraquat start from this letter issue approved by Suhaidi Hamzah (Executive Director).</p> <p>For other pesticide using under class 1 is Monocrotophos on January 2017, however Besout 6 estate have permission for using the chemical by Department of Agriculture (DOA) referred letter PK/MONO(GL)/17/011. No record of using Class 1 pesticide from year 2018 until todote for both estate.</p>	<p>Complied</p>
<p>4.6.5</p> <p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>- Major compliance -</p>	<p>During site verification at Besout 6 estate in Field PM01K, they implement spraying chemical for circle application using glyphosate and ally. From the interview with 3 workers (workers Id: FW04550309, FW04550949 and FW 04550938) they already attend the chemical handling training on 5 December 2018 train by estate management. For Besout 7 estate in field PM09F, during interview with (workers Id: FW06200386,FW06201000,FW06201022 and FW06200996) they aware regarding to policy of safety in chemical handling and know how to use equipment properly and PPE that must be use during chemical handling.</p>	<p>Complied</p>
<p>4.6.6</p> <p>Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).</p> <p>- Major compliance -</p>	<p>The operating units comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. Agrochemical containers recycled for premix agrochemical and other disposal as recycle waste. The pesticides store can be further improved according to recognised best practices, safety data sheet and also Pesticide act 1974 such as proper spill kit for both mill and estate (OFI).</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
4.6.7	Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -	The quantity of agrochemicals required for various field conditions are documented and justified in Manual Ladang Sawit Lestari, Document no: MLSL (Ed 2) – Sec4(12.0) dated 1 June 2012. The implementation in the field is consistent with the Agriculture Manual. Application record can referred indicator 4.6.2, the method have been survey in HIRARC and job safety analysis. During visit at Field 01K, the workers using PPE as per recommendation in HIRARC and CHRA such as goggle, respirator, rubber boot, apron and others.	Complied
4.6.8	Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. - Major compliance -	No aerial spray at all visited estates	Complied
4.6.9	Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance -	Periodic training on pesticide handling had been carried out for the workers. No small scheme smallholders at Besout 06 & Besout 07. Information on the pesticides displayed on the notice board and next to the pesticides in the store. No associated smallholders. Training records for staff and workers on implementation were available and verified to be satisfactory during on-site assessment can refer indicator 4.8.2 for training record. From the interview with sprayer workers and mandore in Besout 6 they are aware regarding safety. The First aid is available at site and followed as per Guidelines of First aid at workplace 2 nd Edition. Clean water also provided by employer and proper personal protective equipment (PPE) for spraying and harvesting. Chemical handling training have been conducted on 5 December 2018. Based on interview with workers, found some workers still need further improvement in awareness to chemical handling in estate (OFI).	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.6.10	Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). - Minor compliance -	The disposal of waste materials is guided by the established procedures that are fully understood by workers. Visit to Workers Line Site/Hostel in FGV Besout 07 i.e. "Asrama 6B" located next to replanting area in "Peringkat 17L" found the waste material including drinks can, used gumboot, lubricant pail cap and etc. were being dumped on the ground behind Blok A of Asrama 6B without proper disposal handling. This issue has been raised as minor non-conformity during the previous assessment. Due to ineffective corrective action, it is escalated to major non-conformity.	Upgraded to Major nonconformance
4.6.11	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. - Major compliance -	Besout 6 estate, Medical Surveillance have been conduct as per CHRA recommendation, latest is on 6 July 2018 (32 person) and 28 September 2018 (29 Person) at Poliklinik Sumi by Dr Vigneswaran (HQ/08/DOC/00/311). From the report all workers is fit to work with chemical. For Besout 7 estate, Medical surveillance have been conduct for 52 person including sprayer, store keeper and driver dated 7 December 2018 by Dr Vigneswaran (HQ/08/DOC/00/311) from Poliklinik Sumi.	Complied
4.6.12	No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	In Mill regarding to no work with chemical for pregnant or breast feeding woman is been discuss and given training during gender meeting referred meeting record 01/2018 dated 25 Oct 2018. Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast feeding woman had been offered work as pesticide operator and based on the interview with the female workers and staff, it is confirmed that the knowledge on the policy of transfer to alternative duties if they wished to continue working when pregnancy was confirmed or breast-feeding.	Complied
Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:			

Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.1</p> <p>A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>- Major compliance -</p>	<p>Policy for health and safety is available dated 1 Feb 2017 amended from previously policy dated 30 March 2012. The policy have been communicated to workers by Policy training dated 20 Jan 2018. Interview with staff and workers revealed that all working SOPs being consistently implemented among all employees and monitored by the management through daily muster briefing, training and etc. List sampled SOPs available during onsite assessment sighted as following:-</p> <ul style="list-style-type: none"> - Quality Occupational Health Safety and Environmental Management Manual; FPI/L1/QOHSE-1.0; Rev. 2; Date: 30/8/2017 - Quality Occupational Health Safety and Environmental Management Procedure; Rev. 14; Date: 31/5/2017; Ref.: FPI/L2/QOHSE-1.0 - FPI/L2/QOHSE-25.0 <p>For OSH programme in mill and estate is available and its contain OSH Meeting, Audiometric test, workplace inspection, training, etc is available date Jan 2019.</p> <p>In Mill, referred to 03-03/02/MS/2017/49 medical surveillance have been sent on 5 March 2018 to Dr Hj Syakirin (HQ/16/DOC/00/526) from NIOSH. The result is fit to work with chemical.</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance	
<p>4.7.2</p>	<p>All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>- Major compliance -</p>	<p>In Mill, new procedure to ensure all contractor, FFB supplier and visitor is wear and followed the OSHA regulation and the implementation and enforcement done by FELSCO. CHRA Report (Ref. No. JKPP HIE 127/171/2(8)-2018/056) renew on 19 June 2018 by Dr Yasriza Bin Yahaya (JKPP HIE 127/171/2(8)) from Occumed Consultancy & Service Sdn Bhd. Chemical registered dated 2 Feb 2019 is updated and all chemical is registered properly.</p> <p>Chemical exposure monitoring last done on 12 April 2017 by Mohd Sihar (HIE127/171-3/1(198)). The monitoring report no need to conduct because of the new CHRA recommendation.</p> <p>From accident record JKPP 6 and JKPP 8, mill have 4 occupational accident happen, HIRARC been reviewed on Feb 2019 for the last accident happen on December 2018.</p> <p>For Besout 6 estate HIRARC already been reviewed on January 2019 and no accident happen for last year 2018.</p> <p>In Besout 7 estate the HIRARC already reviewed on 9 Jan 2019, only one record of accident on Feb 2018 and been reviewed properly. All operations activities is been assess the hazard and risk already been assess and management put the properly control the risk to ensure all workers is work in safe condition.</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance
4.7.3	<p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>- Minor compliance -</p>	<p>Training record or evaluation in mill done by management date Jan 2019. Its divide into Core training and Non-Core Training to specific job. For training record referred to indictor 4.8.2</p> <p>LEV inspection record dated 26 August 2018 by En Azrulazwan Abd Hadi (JKKP HIE 127/171-3/2(185)) from Sinar Emas Enterprise. For monthly check is done by lab supervisor and latest record is on 4 Feb 2019.</p>
4.7.4	<p>The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> <p>- Major compliance -</p>	<p>In Besout 6 estate the responsible person for safety is Muhamad Ridhuan, appointment letter dated 3 Jan 2019. This person will concern regarding to health safety and welfare. For FGV meeting done quarterly latest meeting done on 12 November 2018 and previous record is on 9 August 2018 and 30 May 2018. For Besout 7 estate, appointment letter to Mr Mohd Nasihah as Safety responsible dated 8 Jan 2019. OSH meeting 04/2018 already been done dated 30 November 2018. For the previous year they have 1 accident JKKP dated Feb 2018.</p>
4.7.5	<p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>In Besout Mill record of JKKP 8 is available dated 10 Jan 2019. From the record found 4 accident happen with 135 days LTI. JKKP 6 have 4 record dated on 11 March 2018, 22 March 2018, 29 August 2018 and 26 December 2018. All record already been reported to DOSH and available in Mill record keeping.</p> <p>In Besout 6 estate, JKKP 8 (JKKP 8/23809/2018) already sent to DOSH date on 11 Jan 2019. No accident happen in Besout 6 estate.</p> <p>The emergency eye wash is available in Besout 6 and Besout 7. Based on testing, the water pressure can be further improved (OFI).</p>

Criterion / Indicator		Assessment Findings	Compliance									
4.7.6	All workers shall be provided with medical care, and covered by accident insurance. - Minor compliance -	<p>Medical care has been provided to all the workers. Local workers are covered by SOCSO, whereas foreign workers are covered by Foreign Workers Compensation Scheme with Takaful Etiqa General as per below:-</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Policy No</th> <th>Total Foreign workers</th> </tr> </thead> <tbody> <tr> <td>Besout 6</td> <td>EtiqaTakaful TWF-W5032889-W1 TWF-W5032888-W1 TWF-W5032884-W1</td> <td>7 6 1</td> </tr> <tr> <td>Besout 7</td> <td>TWF-W5032628-W1 TWF-W5031614-W1 TWF-W5032629-W1</td> <td>3 2 1</td> </tr> </tbody> </table>	Estate	Policy No	Total Foreign workers	Besout 6	EtiqaTakaful TWF-W5032889-W1 TWF-W5032888-W1 TWF-W5032884-W1	7 6 1	Besout 7	TWF-W5032628-W1 TWF-W5031614-W1 TWF-W5032629-W1	3 2 1	Complied
Estate	Policy No	Total Foreign workers										
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Besout 7	TWF-W5032628-W1 TWF-W5031614-W1 TWF-W5032629-W1	3 2 1										
4.7.7	Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -	<p>Records on Lost Time Accident (LTA) metrics had been verified to be satisfactory. Accident records are found to be updated. All records on Lost Time Accident (LTA) metrics are maintained. Samples of accident statistic as shown below:-</p> <table border="1"> <thead> <tr> <th>Area</th> <th>Mill Besout</th> <th>Besout 6</th> <th>Besout 7</th> </tr> </thead> <tbody> <tr> <td>LTA</td> <td>4</td> <td>0</td> <td>3.97</td> </tr> </tbody> </table>	Area	Mill Besout	Besout 6	Besout 7	LTA	4	0	3.97	Complied	
Area	Mill Besout	Besout 6	Besout 7									
LTA	4	0	3.97									
Criterion 4.8:												
All staff, workers, smallholders and contract workers are appropriately trained.												
4.8.1	A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme. - Major compliance -	A formal training programme on all aspects of RSPO Principles and Criteria has been established and implemented. Training for various categories of operators, including all field and office staff, with regards to individual duties and training needs had been reviewed and found to be complied.	Complied									

<p>4.8.2</p>	<p>Records of training for each employee shall be maintained. - Minor compliance -</p>	<p>Training records for employees available and maintained at the office. Records are verified on a sampling basis which covers all aspect of training and RSPO P&C requirement. Samples of training record for 2018 and 2019 as follows</p> <table border="1" data-bbox="1025 491 1823 1313"> <thead> <tr> <th>Training</th> <th>Date</th> <th>Operating Unit</th> </tr> </thead> <tbody> <tr> <td>Chemical Handling Training by Occumed Consultancy & Service Sdn Bhd</td> <td>28 August 2018</td> <td rowspan="11">Besout mill</td> </tr> <tr> <td>OSH campaign by Management</td> <td>20 Jan 2018</td> </tr> <tr> <td>Policy and Integrity Awareness by Management</td> <td>14 August 2018</td> </tr> <tr> <td>Fire Fighting Training by BOMBA</td> <td>14 Feb 2018</td> </tr> <tr> <td>Boiler safety training</td> <td>2 March 2018</td> </tr> <tr> <td>QOSHE awareness</td> <td>14 August 2018</td> </tr> <tr> <td>Sterilizer Safety Training</td> <td>14 August 2018</td> </tr> <tr> <td>First Aid Training by Bulan Sabit Merah</td> <td>12 Oct 2017</td> </tr> <tr> <td>Hearing conservation training by SHO FGV PISB Trolak</td> <td>3 March 2017</td> </tr> <tr> <td>Chemical handling and calibration for spraying nozzle training</td> <td>5 December 2018</td> <td>Besout 6 estate</td> </tr> </tbody> </table>	Training	Date	Operating Unit	Chemical Handling Training by Occumed Consultancy & Service Sdn Bhd	28 August 2018	Besout mill	OSH campaign by Management	20 Jan 2018	Policy and Integrity Awareness by Management	14 August 2018	Fire Fighting Training by BOMBA	14 Feb 2018	Boiler safety training	2 March 2018	QOSHE awareness	14 August 2018	Sterilizer Safety Training	14 August 2018	First Aid Training by Bulan Sabit Merah	12 Oct 2017	Hearing conservation training by SHO FGV PISB Trolak	3 March 2017	Chemical handling and calibration for spraying nozzle training	5 December 2018	Besout 6 estate	<p>Complied</p>
Training	Date	Operating Unit																										
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Criterion / Indicator		Assessment Findings			Compliance
		Acephate using and bag worm control training	11 December 2018		
		Class 1 A & B handling training	9 Oct 2018		
		Fire drill and Fire Fighting Training	30 November 2018		
		First Aid Training	25-26 July 2018		
		Bilas 3 kali Training	16 Jan 2019	Besout 7 estate	
		Policy training	6 December 2018		
		First aid training	25-26 July 2018		
		Chemical handling training	17 Sept 2018		
		Harvesting training	25 October 2018		
Principle 5: Environmental responsibility and conservation of natural resources and biodiversity					
Criterion 5.1:					
Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.					

<p>5.1.1</p>	<p>An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p><u>Mill</u> Environmental impact assessment was guided by its Environmental Aspect and Impact Evaluation procedure [FPI/L2/QOSHE-1.0C]. The identification of Environmental Aspects and Evaluation of Significance Form [FPI/L4/QOSHE-1.7 Pind 0] was used to identify and evaluate the environmental aspect and impact. The evaluation was divided by workstations such as loading ramp, sterilizer, trashing & press, incinerator, oil room, bulk storage tank, raw water treatment plant, boiler, ETP, laboratory, diesel tank, workshop, SW store, EFB stock pile and biogas plant to name a few. Significant Environmental Aspect and Impacts Register Form [FPI/L4/QOSHE-1.8 Pind 0] was used to register the mitigation method which basically link to the Manual Operation procedures. The evaluation of EAI was last updated in Feb 2018 – format of EAI includes</p> <ul style="list-style-type: none"> • Dept./process • Aspect • Impact (type & score) • Usage/discharge quantity (per month or day) • Impact mitigation method and comments <p><u>Estates</u> A form, “<i>Pengenalpastian Aspek dan Penilaian Impek</i>” [form no.: FGV/FGVPM/IV/IMS/15/1.6 Pind 1 was used to evaluate EAI by areas of work e.g. chemical store, fertilizer application, harvesting, chemical spraying and road maintenance. A form of report entitled “<i>Laporan Aspek Impak Alam Sekitar Melalui Aktiviti Perladangan, Bahan Buangan dan Pencemaran</i>” [doc. No.: 1/2012], describes about</p> <ul style="list-style-type: none"> - method of identification of aspect and impact - identified significant (>12 points – significant) - scoring matrix 	<p>Complied</p>
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Criterion / Indicator	Assessment Findings	Compliance	
	- action plan		
5.1.2	<p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.</p> <p>- Minor compliance -</p>	<p>Mitigation measure is established based on identified significant aspect from the environmental aspect and impact evaluation. The mitigation measures were incorporated through various mechanism such as implementation of standard and/or safe operating procedure, implementation of emergency response plan, water management plan, wastes management plan, bio-diversity management plan, implementation of 3R to name a few.</p> <p>However, some lapses found as follows and a non-conformity report was thus assigned:</p> <ol style="list-style-type: none"> 1) Besout 07 Estate has appointed a third party (Pitzone Auto Services and Tyre Sdn Bhd) to carry out repair/servicing of its machinery. The used oil (SW305/306) and used filter (SW410) from the servicing activity were normally taken away by the third party to their premise. However, there is no evidence that the third parties have obtained any forms of authority to take away the scheduled wastes from the Department of Environment. 2) The outlet discharge hole of the secondary containment of diesel skid tank at Besout 07 has no stopper. Therefore, in the event of major spillage of diesel, it would escape directly to the environment. 	<p>Minor non-conformance</p>

Criterion / Indicator	Assessment Findings	Compliance
5.1.3	<p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>Complied</p>
<p>Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and and operations managed to best ensure that they are maintained and/or enhanced.</p>		
5.2.1	<p>Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).</p> <p>- Major compliance -</p>	<p>Complied</p>
5.2.2	<p>Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.</p> <p>- Major compliance -</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
5.2.3	There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species. - Minor compliance -	Education about the status of RTE has been given to workforce through a muster briefing from time to time. Signage to restrict hunting and intrusion have been put up at many places at the estate especially at the points of entry to create awareness among the workers and surrounding communities.	Complied
5.2.4	Where a management plan has been created there shall be ongoing monitoring: • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. - Minor compliance -	Despite having no RTE identified, management plan 2017-2022 was established, e.g: water management, monitor the spraying activity and manuring near to buffer zone area and survey for estate boundary.	Complied
5.2.5	Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights. - Minor compliance -	No HCV with existing rights of local communities was identified that needs to be set aside.	Complied
Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.			

Criterion / Indicator		Assessment Findings	Compliance
5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	The types of wastes were generally identified through the evaluation of environmental aspect and impact as mentioned in 5.1.1. Thereafter, documented in " <i>Pelan Pengurusan Sisa Domestik dan Bahan Buangan</i> " (Management Plan for Domestic Wates and Waste Products) form. The form has the information about: <ul style="list-style-type: none"> Type of wastes – e.g. fertilizer bags, plastic, glass, iron, paper, used PPE, HDPE containers, organic wastes, POME, EFB, shell, fibre, used oil, used oil filter Method of disposal – generally to reduce, reuse and recycle 	Complied
5.3.2	All chemicals and their containers shall be disposed of responsibly. - Major compliance -	At the mill, most chemicals used were for boiler water treatment and laboratory. The empty chemical containers from boiler usage are returned to the concern supplier. Verified transaction receipt #(418)870/730/BS/1, dated 28/1/2019 where 25 pieces were returned to Pembekal Maju Perawatan Air Sdn Bhd. Other SW were disposed through authorised collectors accordingly. Verified consignment notes: <p><u>Besout POM:</u> #2018080717U6AFYS, SW305, dated 6/8/2018 #2018080704174KOB6, SW409 (paint containers), dated 4/7/2018 #201808070417H9PF21, SW410, dated 4/7/2018</p> <p><u>Besout 06:</u> #2018112213DGA8NX, SW410 (contaminated rags & filters), dated 14/11/2018 #20181122126G45D3, SW305 (spent oil), dated 22/11/2018</p> <p>At the estates, empty chemical containers were triple rinsed and punctured. Thereafter sent to recycler. Besout 06 is still in the midst of looking for a collector, while Besout 07 has sold their empty chemical containers to an authorised collector.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
5.3.3	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -	Apart from the document mentioned in 5.3.1, there is also a procedure entitled " <i>Pelupusan Sisa Domestik</i> " (Domestic Wastes Disposal) [FGV/ML-1A/L2-Pr23, issue 1, rev. 0, 1/6/2016] and " <i>Garis Panduan Pembinaan Lubang Sampah</i> " (Guideline for Landfill Preparation" (ML-1A/L3-GP2(0), rev. 0, 1/6/2016) used as guidance to avoid or reduce pollution. Based on site visit at the landfill at both estates, it was observed that the rubbish pits were located far from residential area and natural waterway. However, at Besout 07's landfill, recyclable wastes such plastic bottles/containers, metal, papers, etc. were found inside the rubbish pit. Thus a non-conformity report was assigned due to this lapse.	Minor non-conformance
Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.			
5.4.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -	The mill and estates consistently monitored their fossil fuel consumption and kept records in order to get the information about efficient consumption. Among the management plans to improve efficiency were to ensure mill operation is running smoothly without interruption, therefore maximise the usage of turbine and eventually minimise the usage of generator set; to practice maintenance of machinery (such as tractors, vehicles and shovel) on schedule and continuous education to operators who handle the machinery so that the unnecessary running hours can be minimised. The consumption of diesel was consistently monitored and recorded. Based on the records, Besout mill has consumed 0.658 lt/mt FFB processed.	Complied
Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.			

Criterion / Indicator		Assessment Findings	Compliance
5.5.1	There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	Not applicable since no replanting at Besout 06 and Besout 07 estates as oldest replanted palms were planted in 1998 and 2009 respectively.	Complied
5.5.2	Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Minor compliance -	Not applicable.	Complied
Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.			
5.6.1	An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance -	The assessment of polluting activities was conducted through the method mentioned in 5.1.1. This includes the gaseous emissions, particulate/soot emissions and effluent.	Complied
5.6.2	Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance	The management has identified significant pollutants and greenhouse gas as per environment aspect and evaluation. The management has initiated the plan to reduce accordingly. For example, at the mill operations, the management has installed biogas plants. The recovered methane will be utilized for energy generations.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
<p>5.6.3</p> <p>A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>RSPO GHG calculator was used to calculate the GHG emission of the certification unit. Verification of data through inspection of various records such as store issuance records and estate’s ERML system showed that the input data was authentic and verifiable. Stack samplings were conducted once in every six months as regulated. The last two reports were available for verification:</p> <ul style="list-style-type: none"> - 2nd half 2018 – report # BESOUT-20/10/18, conducted on 31/10/2018, results: boiler no. 1=0.332 g/Nm3, boiler no. 2=0.339 g/Nm3 and boiler no. 3=0.328 g/Nm3 - 1st half 2018 – report # BESOUT-19/5/18, conducted on 28/5/2018, results: boiler no. 1=0.327 g/Nm3, boiler no. 2=0.357 g/Nm3 and boiler no. 3=0.330 g/Nm3 <p><u>Besout 06 Estate:</u> RSPO GHG Calculator was used. The data input in the RSPO GHG calculator was found to be accurate though verification of the following documents:</p> <ul style="list-style-type: none"> - Fertiliser recommendation summary 2018 - Stock bin card - Manuring progress report 	<p>Complied</p>
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers.</p>		
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>		

<p>6.1.1</p>	<p>A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -</p>	<p>Social Impact Assessment (SIA) is available at site for verification as at time of audit. Sighted the report namely</p> <ol style="list-style-type: none"> 1) Laporan Penilaian Impak Sosial KS Besout; Type: RSPO 2017 (Kriteria 6.1); Projek: KS Besout; Doc. No : 1/2017; Date: 15/9/2017 & Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi impak Sosial di KS Besout; and 2) Laporan Penilaian Impak Sosial FGVPM Besout 7 ; Type : RSPO 2017 (Kriteria 6.1); Projek: FGVPM Besout 7; Doc. No: 1/2017; Date: 14/9/2017 & Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi Impak Sosial di Ladang FGVPM Besout 7 . 3) Laporan Penilaian Impak Sosial FGVPM Besout 6 ; Type : RSPO 2017 (Kriteria 6.1); Projek: FGVPM Besout 6; Doc. No: 1/2017; Date: 14/2/2017 & Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi Impak Sosial di Ladang FGVPM Besout 6. <p>All SIA reports shows participation of internal and external stakeholders.</p> <p>Records of stakeholder meeting namely :- Majlis Perjumpaan Bersama Pihak Yang Berkepentingan/Stakeholders Anjuran Kompleks Wilayah Trolak; Dewan Rajawali, Felda Residence Trolak, Perak, 10/8/2017 was sighted and available at site.</p> <p>Mesyuarat Jawatankuasa Permuafakatan Productiviti & Kualiti (JPPK) Kilang Sawit Besout, Bil: 01/2018, dated 04/1/2018, attended by FGV</p>	<p>Complied</p>
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
		representatives and settler's representatives was sighted and available at site.	
6.1.2	There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -	The assessment for Besout POM and estates was conducted with the participation of internal stakeholders and some external stakeholders such as neighbouring estates, settler, school teachers and nurse from government clinic. Stakeholder meeting records includes :- Majlis Perjumpaan Bersama Pihak Yang Berkepentingan/Stakeholders Anjuran Kompleks Wilayah Trolak; Dewan Rajawali, Felda Residence Trolak, Perak, 10/8/2017 was sighted and available at site. Mesyuarat Jawatankuasa Permuafakatan Productiviti & Kualiti (JPPK) Kilang Sawit Besout, Bil: 01/2018, dated 04/1/2018, attended by FGV representatives and settler's representatives was sighted and available at site.	Complied
6.1.3	Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. - Major compliance -	The management plan is documented in "Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi impak Sosial" covering negative and positive issues that have being identified through SIA. Review of the action taken for issues / risk identified in the assessment has been carried out on 19/2/2019 with participation of the affected parties / stakeholders. Issue: request to install street lights at premise FPISB at hotspot with high risk area Action taken: Installation of the lightings at requested area Evidence: photographs Issue: Illegal deduction of salary Action taken: to obtain legal authorized letter from the JTK Evidence: Letter issued by the JTK	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
6.1.4	The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. - Minor compliance -	The SIA have being conducted and the management plan was developed on 15/9/2017 (POM), 14/2/2017 (Besout 6) and 14/9/2017 for Besout 7 Estate. The action plan has been identified in 3 stages; 6 months, 12 months and 18 months. The SIA will be reviewed on every 2 years and subjected to be due by 15.09.2019. 14.02.2019 and 13.09.2019. However, the SIA for Besout 6 is not being re-assessed once every 2 years. The last assessment was carried out on 14/2/2017. Issues raised during the stakeholder interview and workers interview such as absconded and dissatisfied Indonesian workers (due to owning vehicle illegally) and request from Kg Orang Asli Erong to maintain and recondition the road from their village to main road; is recommended to be included in the assessment. Thus a nonconformity report was assigned due to this lapse.	Minor nonconformance
6.1.5	Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -	All scheme smallholders were schemed under Felda and not involved in the FGV certification unit which have a separate RSPO membership.	Not applicable
Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.			

Criterion / Indicator		Assessment Findings	Compliance
6.2.1	<p>Consultation and communication procedures shall be documented.</p> <p>- Major compliance -</p>	<p>FGV has established procedure - "Komunikasi, Penglibatan dan Rundingan (Communication, Participation and Consultation)", Doc. No. FPI/L2/QOHSE-6.0 dated 29/11/2016. Types of communication for internal and external were listed in the procedure such as through management to employees and vice versa via morning muster, notice board, pamphlet, suggestion box, workers' representative and etc. Communication process with external stakeholders, medias and contractors is also detailed in the procedure.</p> <p>Sighted also the "Rungutan, Keingkaran, Siasatan Insiden Dan Tindakan Pembetulan (Complaints, Nonconformity, Incidents Investigations and Corrective Action); Doc. No.: FPI/L2/QOHSE-22; issue date: 23.09.2016 for grievance and complaint related communication.</p>	Complied
6.2.2	<p>A management official responsible for these issues shall be nominated.</p> <p>- Minor compliance -</p>	<p>The following was sighted for :-</p> <ul style="list-style-type: none"> - Besout POM: Perlantikan Sebagai Wakil Komunikasi & Sosial KS Besout – Suhaimi Che Salleh; Letter ref.: (201)4030/BS/840A/7; dated: 7/3/2018 - Besout 06: Perlantikan Sebagai Wakil Komunikasi & Sosial KS Besout – Shahrul Anuar Bin Muhammad; Letter ref.: (01)RSPO/P1,P6; dated: 10/4/2017 - Besout 07: Perlantikan Pegawai Komunikasi Ladang ; Bil.: (01) RSPO/P1,P6; Date: 10/5/2017 	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>6.2.3</p> <p>A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.</p> <p>- Minor compliance -</p>	<p>Stakeholder list kept at each operating units as well as by sustainability team. Records of communications sighted amongst all include the following:</p> <ul style="list-style-type: none"> - Stakeholder meeting records i.e. Majlis Perjumpaan Bersama Pihak Yang Berkepentingan / Stakeholders Anjuran Kompleks Wilayah Trolak; Dewan Rajawali ; at Felda Residence Trolak, Perak; Date: 10/8/2017 - Briefing with settler documented in "Buku Lawatan ke Ladang Dan Kilang Besout", implemented dated 11/8/2016. Latest briefing on FGVPI SB SOP done on 05/10/2018 and participated by 13 attendees. - Communication records including Buku Aduan (Complaint Book), Buku Laporan Kerosakan for FGVPI SB mill sighted available. Records shown issues raised by the settler, stakeholder and workers are rectified and communicated. - Stakeholder meeting invitation records i.e. Jemputan Mesyuarat Penerangan Berkaitan RSPO ; Bil.: (82)620/71-6; Date: 10/4/2017 to Ketua Balai Polis Slim River , Pengarah Hospital Slim River , Ketua Balai Bomba Slim River , Pengurus Ladang Risda Serigala & Tok Batin Orang Asli Kg. C angkat Ramu. POM has scheduled the next stakeholder consultation this end of the year and will repeat the same invitation to all affected parties. 	<p>Complied</p>
<p>Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all effected parties.</p>		

Criterion / Indicator	Assessment Findings	Compliance
<p>6.3.1</p> <p>The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested.</p> <p>- Major compliance -</p>	<p>Sighted the documented grievance and complaint procedure as : -</p> <ul style="list-style-type: none"> - (Besout POM) "Rungutan, Keingkaran, Siasatan Insiden Dan Tindakan Pembetulan (Complaints, Nonconformity, Incidents Investigations and Corrective Action); Doc. No.: FPI/L2/QOHSE-22; issue date: 23/9/2016 (Mill) – for issues related to quality and other dissatisfaction of customer and takeholders; - (Besout POM) "Menangani Aduan Dan Rungutan", Doc No.: ML-1A/L2-Pr13(0) Pindaan 0, dated 01/6/2016. Complaints can be lodge through Record Aduan, Complaint Form, Suggestion Box, Meeting with Representative, etc. - (Besout 6) "Menangani Aduan Dan Rungutan", Doc. No.: FGV/ML-1A/L2-Pr13, Isu 1, dated 01/6/2016 - - Doc. No.: FGV/ML-1A/L2-Pr14, Isu 1, dated 01/6/2016 - "Menangani Aduan Melalui Jawatankuasa Wanita" <p>Scope of the procedure covered all the complaints related to Project issues, damage or broken of housing, settlers issue, accident, dissatisfaction from any parties, female workers issues and social welfare of workers. Assistant Manager and the Manager are responsible to handle and resolve the complaints as stated in the procedure on timely manner. Suggestion boxes are also available at respective area that allow all parties to raise their concern by using the "Borang Aduan", either anonymously or with their identity documented.</p> <p>Stakeholder meeting for Besout 6 was last conducted on 10/8/2017. The documentation and reporting of the issues and concern raised by the stakeholder during the meeting such as request for maintaining /repairing / re-tar the road from Kg Orang Asli Erong to main road, debt not being paid by workers to 1 of the stakeholder who manages the glories shop, etc., can be further improved (OFI).</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
6.3.2	Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance –	<p>Besout POM has implemented Record Book for complaints and grievance for internal and external stakeholders. Besides, Housing Repair for Worker Form was implemented for the workers to complaint if there is any damage to their house. There was no complaint received from settlers since October 2016 in POM. Only complaints related to housing repair, request for assistance on vehicle, etc. receive from the workers. Seen the evidence of action taken such as photo after the repair work has completed. Besides, the complainant had acknowledged on the complaint form after the action has been taken.</p> <p>Referring to the “Rungutan, Keingkaran, Siasatan Insiden Dan Tindakan Pembetulan (Complaints, Nonconformity, Incidents Investigations and Corrective Action); Doc. No.: FPI/L2/QOHSE-22; issue date: 23.09.2016, Section 6.3 – Pengendalian Rungutan; all issues has to be reported in CAN (Borang Kawalan Rungutan, Keingkaran dan Tindakan Pembetulan), Form No.: FPI/L4/QOHSE-22.1 Pind1. All issues / complaint raised were documents with appropriate corrective action taken.</p> <p>“Menangani Aduan Dan Rungutan” Doc No.: ML-1A/L2-Pr13(0) Pindaan 0, dated 01/6/2016. Complaints can be lodge through Record Aduan, Complaint Form, Suggestion Box, Meeting with Representative, etc. communication records including Buku Aduan (Complaint Book), Buku Laporan Kerosakan for FGVPISB mill sighted available. Records shown issues raised by the settler, stakeholder and workers are documented with corrective actions taken.</p>	Complied
<p>Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			

Criterion / Indicator		Assessment Findings	Compliance
6.4.1	A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance -	FGV has developed procedure on "Pengenalpastian dan Penyelesaian Pertikaian Tanah" Doc. No. /ML-1A/L1-Pr10 dated 1/6/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price based on procedure Section-6.1.2: Prosedur Mengenalpasti Hak Perundangan dan Adat & Section-6.3: Perhitungan Dan Pengahihan Pampasan.	Complied
6.4.2	A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. - Minor compliance -	As per the procedure stated in criteria 6.4.1	Complied
6.4.3	The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available. - Major compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.			

<p>6.5.1</p>	<p>Documentation of pay and conditions shall be available. - Major compliance -</p>	<p>The mill hires only local workers while estates hires both local and foreign workers; that are paid under FGV payroll, once a month on 25th of the month for mill workers and 3th ~ 7th of the following month for estate workers. The management has included basic pay, net pay, gross pay, deduction of salary, days of attended to work, overtime hours performed, tonnage of FFB for those with piece rated, etc. on the pay slip as well as HR Management System that is accessible through website. Payslip for November 2018, December 2018 and January 2019 from below sampled workers, reviewed and confirmed in order.</p> <ul style="list-style-type: none"> - Employee No.: (Mill) 1209887, 1210987, 1211196, 1211314, 1204077, 1204089, 1204090, 1204092, 1211528, 1211529, 1211527. - Employee No.: (Besout 06) FW04551049, FW04550995, FW04550139, FW04551038, FW04551082, FW04551117, FW04550803, FW04550854, LW04550226, LW04550303 - Employee No.: (Besout 07) LW06200027, LW06200240, FW06200904, FW06201131, FW06201084, FW06201001, FW06200990, FW06200935, FW06200969, FW06201105, FW06200986, FW06201138 <p>Approval letter from JTK (Jabatan Tenaga Kerja) for deduction of housing utilities (electric and water), Skim Pinjaman Perumahan, Skim Koperasi Permodelan Felda, Tabung Kabajikan Felda, Yuran Kelab Sukan Rekreasi Felda (JSRF), Skim Insurance Berkelompok Takaful, Skim Pinjaman Kenderaan, etc. available and reviewed as at time of audit. E.g. Ruj: (16)dIm.BSM/7/2/35/68 dated 25.10.1996 and Ruj: (3) dIm PMT/10000/2008/0202; No. siri: PP3/34/1385 dated 28.01.2009. Letter BHG PU/129 Jid 46 (57) dated 30/10/2018 from the labour office confirmed that the deduction letter bearing Felda Holding Berhad and group of company including the audited</p>	<p>Complied</p>
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Criterion / Indicator	Assessment Findings	Compliance
6.5.2	<p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>- Major compliance -</p> <p>site – Felda Palm Industries Sdn Bhd (FPISB) remain active for FGV Palm Industries Sdn Bhd (FGVPISB).</p> <p>Employment contracts are available in language that understood by workers; i.e. Bahasa Malaysia; while estates workers are in native languages of the foreign workers; i.e. Bangladeshi, Indonesian, Hindu.</p> <p>The contract for mill workers found detailed the agreed wages; whereas the employment conditions such as period of working, working hour, medical assistance, holiday and annual leave, termination of services and etc. are available in workers handbook named "Perjanjian Bersama Antara FELDA Palm Industries Sdn Bhd Dengan Kesatuan Pekerja Pekerja FELDA Palm Industries Sdn Bhd Semenanjung" dan " Syarat Syarat Perkhidmatan Petugas Syarikat Kumpulan FELDA dan Kod Etika dan Tatalaku Petugas Syarikat Kumpulan FELDA". Workers interview confirmed that they are provided with a copy of employment contract, understood the content and owned a copy of the handbook.</p> <p>The contract was signed by the workers and sampled as below: Employee No.: (MILL) -1209887, 1210987, 1211196, 1211314, 1204077, 1204089, 1204090, 1204092, 1211528, 1211529, 1211527. Employee No.: (Besout 06) FW04551049, FW04550995, FW04550139, FW04551038, FW04551082, FW04551117, FW04550803, FW04550854, LW04550226, LW04550303 Employee No.: (Besout 07) LW06200027, LW06200240, FW06200904, FW06201131, FW06201084, FW06201001, FW06200990, FW06200935, FW06200969, FW06201105, FW06200986, FW06201138</p>	Complied

<p>6.5.3</p>	<p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. - Minor compliance –</p>	<p>Housing is provided for free to the workers. Free medical treatment for workers are available at government Clinic and company panel clinics which is located in Slim River & Trolak approx. 12 to 15 kms away and at the Klinik Desa at the Besout 3 approx. 7 km away from Mill. Both estate and mill provides dedicated van for transport to clinic. Government schools (primary and secondary) are within close proximity of the Estate and Mill. Electricity and water are supplied by the government approved local authorized sources; i.e. Tenaga National Berhad – Electricity; Lembaga Air Perak - Water Supply for mill and Besout 6. Basic utilities for Besout 7 is supplied by Lembaga Air Perak and electricity is provided by 1 unit of Gen-set (power generator).</p> <p>Visited houses are found in various structure; combination of single storey semi-detached and single storey terrace, constructed with combination of bricks wall and wooden structure. These houses are installed with TNB and LAP utility meters; as evidence of electric and water supplies. Line-site inspection was carried out on weekly basis by :-</p> <p>Section Head (Ketua Bahagian) and documented in "Pemeriksaan Mingguan Kawasan Perumahan" (mill) Pegawai Hal Ehwal Pekerja and documented in "Keselamatan Kesihatan Pekerjaan Alam Sekitar / Senarai Semak Kebersihan Asrama". (Besout 6) Pegawai Hal Ehwal Pekerja and documented in "Keselamatan Kesihatan Pekerjaan Alam Sekitar / Safety Checklist" (Besout 7) Visit to Workers Line Site/Hostel in FGV Besout 07 i.e. "Asrama 6B" located next to replanting area in "Peringkat 17L" noted, electric supplied by 1 unit of power generator is scheduled to be operational on 5pm to 12am and 5am to 7am. Document review noted, estate management is in progress of applying electrical supply from TNB</p>	<p>Minor nonconformance</p>
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Criterion / Indicator		Assessment Findings	Compliance
		<p>including installation of power station. Last communication sighted sent by the appointed Electric Engineering Consultant to TNB dated 03.07.2018, Ruj: TNB(B)KAMP 17/24 kew2015, dated 13/11/2018, Ruj.: CKJ/MCA/5663/15/E-1 as well as from TNB dated 29.07.2018, Ruj: TNB(B)/APP-PERAK/TJM022(PR) and dated 06/11/2018, Ruj. TNB(B)PERA/KAMP6/1b/8(BID1500).</p> <p>Line-site weekly inspection was found not effective. Despite weekly line-site inspection is carried out; there are several issues found as:- Hostel 6B Block A – water pipe leaking, 4 water tap leaking, 1 container with mosquito breeding. Hostel 6B Block C – abandoned food plate with mosquito breeding. Thus, a non-conformity report was assigned due to this lapse.</p>	
6.5.4	<p>Growers and millers shall make demonstrable efforts to monitor and improve workers’ access to adequate, sufficient and affordable food.</p> <p>- Minor compliance –</p>	<p>Foods are accessible through sundry shops at the vicinity of the operating units as well as nearby town of Slim River and Trolak. Most of the sundry shops are operated by the settlers through its Village Committee (JKKR) and there’s also supermarket - Felda D’Mart which sell sundries at reasonable prices at Besout 3. For Besout 7 foreign workers lived in the hostel provided, transportation is provided by the management without any charges, upon request in order for them to run errands.</p>	Complied
<p>Criterion 6.6: The employer 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>			
6.6.1	<p>A published statement in local languages recognising freedom of association shall be available.</p> <p>- Major compliance -</p>	<p>FGV has developed ‘Polisi Hak Kebebasan Bersuara & Menganggotai Kesatuan / Freedom to Voice and Freedom of Association Policy’ dated 1/6/2014. This was communicated to all employees during RSPO Briefing dated 23/01/2018 and posted at the notice board outside the office area.</p>	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
6.6.2	Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	Latest meeting minutes documented in "Minit Mesyuarat Ahli Jawatankuasa Bersama Pengurusan KS Besout Sesi 2016 – 2019"; date: 24/10/2018 Bil.: (04)505/Caw.Bst/Ses2016-2019 for mill; while estates, minutes is documented as 'Minit Mesyuarat Jawatankuasa Kebajikan Pekerja Ladang Ladang Besout 06'; dated: 18/1/2019, no Borang: FGVPM/L4/PP 4.1 Pind. 0.	Complied
Criterion 6.7: Children are not employed or exploited.			
6.7.1	There shall be documentary evidence that minimum age requirements are met. - Major compliance -	<p>FGV has developed 'Child Labour Policy / Polisi Pekerjaan Kanak Kanak' dated 1/6/2014 where the company will not recruit any individual who less than 18 years old to work in plantations. This was communicated to all employees during RSPO Briefing dated 23/01/2018 and posted outside the office notice board.</p> <p>Besides, "Mengelak Penggajian Buruh Kanak - kanak" procedure with Doc. No. ML-1A/L2-Pr18(0) dated 1/6/2016 was developed to ensure no child labour was recruited.</p> <p>Document reviewed on the list of workers confirmed that all the employees were above 18 years old, their age is verified against the government issued photo ID and copy of the ID is kept in their personal files. Workers interview confirmed there are no historical child and young labour ever encountered throughout their year of service.</p>	Complied
Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.			

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
6.8.1	A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance -	FGV has established 'Equal Opportunity Policy / Polisi Kesetaraan Peluang'; dated 1/6/2014 and endorsed by the President and CEO of FGV. The company was committed to ensure all the employees were treated equally. This policy was displayed publicly in strategic locations within all operating units and communicated to all employees during RSPO Briefing dated 23/01/2018.	Complied
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -	Workers interviews, which consist of different nationalities and gender, confirmed that they are treated equally without any discrimination. The workers were provided with standard treatment such as free medical treatment, annual wage increment, promotion, fair overtime offered based on voluntary basis and free housing facilities. No negative feedback and comment provided in regards to discrimination during interview process.	Complied
6.8.3	It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -	Depending on the nature of work positions, the operating unit management takes into considerations the needs for technical qualifications/experience and related skills in recruitment selection, hiring and promotion exercises. Recruitment of the workers are based on skills and experience that is verified through education background, previous work experience, medical fitness and skills; that is documented in the application form. It was verified that the promotions to higher position at the estates and mill were based on performance evaluations which considered the skill, capabilities and qualities of the employees. Workers interview confirmed that they have been interviewed, evaluated on their skill, experience and education background.	Complied
Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.			

Criterion / Indicator		Assessment Findings	Compliance
6.9.1	Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -	FGV has developed 'Sexual Harassment, Violence and Reproductive Rights Policy / Polisi Gangguan Seksual, Keganasam Serta Hak Kebebasan Reproduksi', dated 1/6/2014 and endorsed by the president and CEO of FGV. The company is committed to prevent sexual an all other forms of harassment, violence and to protect the rights of women on the reproductive and family planning. Briefing of the policy was conducted on dated 23/01/2018 and posted outside the office notice board.	Complied
6.9.2	A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. - Major compliance -	FGV has developed Sexual Harassment, Violence and Reproductive Rights Policy / Polisi Gangguan Seksual, Keganasam Serta Hak Kebebasan Reproduksi, dated 1/6/2014 and endorsed by the president and CEO of FGV. The company is committed to protect the rights of women on the reproductive and family planning, including breast feeding and no discrimination is allowed in the company. Briefing of the policy was conducted on dated 23/01/2018 and posted outside the office notice board. Female workers interview confirmed that they aware of the policy and their rights on reproductive and breast feeding is respected.	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>6.9.3</p> <p>A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Sighted the grievance and complaint procedure in place that allow anonymity reporting as below.</p> <ul style="list-style-type: none"> - "Rungutan, Keingkaran, Siasatan Insiden Dan Tindakan Pembetulan (Complaints, Nonconformity, Incidents Investigations and Corrective Action); Doc. No.: FPI/L2/QOHSE-22; issue date: 23.09.2016 - Doc. No.: FGV/ML-1A/L2-Pr13, Isu 1, dated 01/06/2016, 'Menangani Aduan Dan Rungutan' - Doc. No.: FGV/ML-1A/L2-Pr14, Isu 1, dated 01.062016, 'Menangani Aduan Melalui Jawatankuasa Wanita'. - <p>Scope of the procedure covered all the complaints related to Project issues, damage or broken of housing, settlers issue, accident, dissatisfaction from any parties, harassment, violence and social welfare of workers. Assistant Manager and the Manager are responsible to handle and resolve the complaints as stated in the procedure on timely manner.</p> <p>Gender Committee / 'Kelab Keluarga Daya Budi' was established in the POM & Besout Estate and participated by female workers and worker's spouses. Meeting was last conducted on 04.01.2019 for Besout 6 and 14/1/2019 for Besout 7. Seen the meeting minutes, program for year 2018 and policies of the company and function of the committee were briefed in the meeting. Flowchart of the complaint procedure was signed & explained to the committees as well during the initial meeting on 14/4/2014. There was no sexual harassment or violence case reported so far.</p>	<p>Complied</p>
<p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>		

Criterion / Indicator		Assessment Findings	Compliance
6.10.1	Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available. - Minor compliance -	Price of current FFB price has been displayed at the mill office near weighbridge counter. Sighted the price as of 18/2/2019 was: A – RM 21.00, B – RM 20.70 Price of past FFB price can be obtained through 'Laporan Harga BTS' which can be generated from the BTS system; and receipt 'Akuan Penerimaan BTS' issued to contractor that delivers the FFB.	Complied
6.10.2	Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). - Major compliance -	Record kept at Jabatan Belian BTS FGV HQ. The miller was explained during the campaign. The letter namely Jemputan ke kempen kualiti BTS di KS Besout; date: 13/10/2017; letter ref.: (67)4030/850/730/BS/DIS 1.2; dated 1 2/10/2017 was sighted. Contract for transporting workers and FFB in place that is signed and agreed by both parties that covers the pricing/pay rate, payment terms, terms and condition, areas of services, etc. Contracts are found renewed annually and are paid promptly according to the terms.	Complied
6.10.3	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. - Minor compliance -	Sampled of contract of agreement as below: a. Contract No.: C13204217 for transporting FFB from estate to mill which valid until 31.08.2019. (GPH Enterprise) b. Contract No: C13203217 for transporting FFB from estate to mill which valid through 30.04.2019 (GPH Enterprise) c. Contract No.: QC: BIL 5/2018, Dated 14.11.2018 valid thru 23.05.2019 for transporting workers to/from estate to office. (GPH Enterprise) d. Contract C13201417 for transporting FFB from estate to mill which valid through 29.02.2019 (GPH Enterprise)	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.10.4	Agreed payments shall be made in a timely manner. - Minor compliance -	<p>According to the sign agreement, the terms of payment is within 30 days and upon completion of work. Contractors are required to submit invoices or weight balance sheet to company for justification of payment. Sampled of the invoices and payment records confirmed that the payment was made according to the terms and condition as below:</p> <ul style="list-style-type: none"> a) payment dated 04.12.2018, no. Sijil Bayaran – 18 (Peringkat 0455PM0905 & 0906 b) payment dated 04.12.2019, no. sjil Bayaran – 19 (peringkat 0455PM9802 & 0103) c) payment dated 13.02.2019, no. sijil bayaran – 1, (peringkat Pentadbiran) d) payment dated 04.12.2018, no. sijil bayaran – 21 (peringkat: 0455PM1338) 	Complied
<p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p>			

Criterion / Indicator	Assessment Findings	Compliance
<p>6.11.1</p> <p>Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> <p>- Minor compliance –</p>	<p>All contribution required approval by the FGV HQ that can be made directly to mill and estate or thru JPPK (Jawatankuasa Permuafakatan Productivity & Kualiti). Few contributions were made by FGV towards local communities. Records sighted for the sample contributions of following:</p> <ul style="list-style-type: none"> - Mill transport (van) free lending (Permohonan meminjam van kilang beserta pemandu; dated 11/1/2018; JKKR Felda Besout 03) - Participated Blood Donation Program, dated 18/8/2018, organized by Slim River Hospital - Lending of Tractor and Driver for road cleaning by FPISB, dated 20/7/2018 <p>Other community contribution is based on request made by the stakeholder such as</p> <ul style="list-style-type: none"> - Bil: (44) JKKR / 1-1 dated 13/12/2018; contribution for "Peralatan untuk Sekolah Agama Rakyat Besout 03". - Ruj: SMKFB/15/015/121(5), dated 22/10/2018; contribution for "Majlis Apresiasi Tingkatan 5' in Sek Menengah Kebangsaan Felda - Ruj: SMKFB/15/015/112, dated 01.102.108, contribution for "Kecermerlangan HEM dan Kokurikulum' in Sek Menengah Kebangsaan Felda <p>Stakeholder and workers interview confirmed that:</p> <ul style="list-style-type: none"> - Tents lending to all event requested by the workers and communities. - Lending of Backhoe loader for funeral and burial processes. - Transporting foreign workers and settler to nearest town for banking purposes and to run errands. 	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	No scheme smallholders involved in the certification unit.	Not applicable
Criterion 6.12: No forms of forced or trafficked labour are used.			

<p>6.12.1</p>	<p>There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -</p>	<p>Documentation review and interviews (stakeholder & workers) confirmed that there is no forms of forced or trafficked labour are used at both mill and estates.</p> <p>Foreign workers are only employed at the Estates where access to their passport is not restricted at all. Interview confirmed that their passport is at their own custody at all time and surrendered to management for permit renewal purposes only. Pigeon-hole steel locker mounted outside the office area are provided for those who choose to safe keep their passport in secured location. Randomly selected passport were examined and found attached with valid work permit that is issued by the local immigration to applicant FGV in HQ under category of 'plantation'. Foreign workers interview confirmed that they are assigned to the palm oil plantation estate, consistent to the job offered at the origin country. (samples as listed below).</p> <p><u>Besout 6</u> FW04551049 (Bangladesh) Permit: PE0833926 FW04550995 (Bangladesh) Permit: PE0775223 FW04550139 (Bangladesh) Permit: PE1937518 FW04551038 (Bangladesh) Permit: PE0833961 FW04551082 (Bangladesh) Permit: PE1162227 FW04551117 (India) Permit: PE6229921 FW04550803 (Indonesia) Permit: PE0806900 FW04550854 (Indonesia) Permit: PE1535376</p> <p><u>Besout 7</u> LW06200027 LW06200240 FW06200904 (Indonesia) Permit: PE0806899 FW06201131 (India) Permit: PE1533413 FW06201084 (Indonesia) Permit: PE1155655</p>	<p>Major nonconformance</p>
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Criterion / Indicator	Assessment Findings	Compliance
	<p>FW06201001 (Bangladesh) Permit: PE6152403 FW06200990 (Bangladesh) Permit: PE6152410 FW06200935 (Indonesia) Permit: PE0922686 FW06200969 (Bangladesh) Permit: PE1937831 FW06201105 (Bangladesh) Permit: PE1162242 FW06200986 (Bangladesh) Permit: PE6552410 FW06201138 (India) Permit: PE6229454</p> <p>However, based on interview with the management and foreign workers, it was found that foreign workers at estates are required to deposit an amount of MYR1,500 in order to return to their origin country during their leaves / vacation and will be returned once they return from their trip.</p> <p>Documentation review - Procedure doc. No.: FGV/JTK/POL/001, Semakan 0.0, dated 01/3/2017 "<i>Manual Pengurusan Tenaga Kerja Ladang felda Global Ventures Holding</i>", Seksyen 6 – Proses Penghantaran Pekerja Balik, Sub-Seksyen 1.0 – Proses Penghantaran Pekerja Bercuti Ke Negara Asal Semasa Dalam Perkhidmatan, Para 10. Procedure states that the deposited money amounting MYR1,500 for Indonesia, Nepal, India, etc. and MYR1,480 for Bangladesh, will be used to purchase flights for the workers and balance to be returned before they go for their leaves / vacation. Thus a non-conformity report was assigned due to this lapse.</p>	
6.12.2	<p>Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	<p>FGV has developed 'Recruitment of Foreign Workers Policy' with Doc. No. ML-1A/L1-Po8(0) & 'Polisi Pengambilan Pekerja Asing'; dated 1/6/2014 and endorsed by the President & CEO of FGV, stating that the company will not discriminate on the selection of workers, pay and no substitution of contract.</p> <p>Documented procedure no.: FGV/JTK/POL/001, Rev. 0.0, Dated 01.01.2017 – 'Manual Pengurusan Tenaga Kerja Ladang Felda Global Ventures Holding', Seksyen 2 – Pengambilan Pekerja Asing; is in place to ensure recruitment of foreign workers are sourced from reliable agent at the origin country and complying to local immigration requirement and shall not discriminate in any aspects.</p> <p>The company also provide decent living condition and insurance to all the workers. Documentation review at the estate; i.e. personnel files, payslip, etc. and workers interview confirmed there is no elements of discrimination, human trafficking and forced labour. Workers further added that they are provided with work that is agreed and offered in their origin country.</p>	Complied
Criterion 6.13: Growers and millers respect human rights.			
6.13.1	A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -	FGV has developed 'Human Rights Policy' / Polisi Hak Asasi Manusia dated 1/6/2014. FGV is committed and support human rights. Briefing of the policy was conducted on dated 23/01/2018 and posted at prominent area - outside the office notice board. Workers interview confirmed aware of the policy and no negative evidences provided by the workers pertaining to violation of human rights.	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.13.2	As long as children of foreign workers in Sabah and Sarawak are ineligible to attend government school, the plantation companies should engage in a process to secure these children access to education as a moral obligation.	Not applicable for the certification unit.	Not applicable
Principle 7: Responsible development of new plantings			
Besout Palm Oil Mill Certification Unit and supply base did not carry out any new plantings since November 2005. Therefore, Principle 7 is not applicable during this surveillance assessment. The immature areas are replanted area.			
Principle 8: Commitment to continual improvement in key areas of activity			
Criterion 8.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance										
<p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); <ul style="list-style-type: none"> • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>The action is available that cover environment, social and operation dated Jan 2019. Some action plan such as environment campaign no open burning, To increase using organic fertiliser, recycle program, Smart weeding programme and etc. The implementation record as per below detail:-</p> <table border="1" data-bbox="1025 624 1823 919"> <thead> <tr> <th>Programme</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>environment campaign no open burning</td> <td>To ensure and complete the awareness on March 2020</td> </tr> <tr> <td>To increase using organic fertiliser</td> <td>2016 – 600 Mt 2018 – 800 Mt</td> </tr> <tr> <td>To reduce diesel usage</td> <td>2016 – 47822L 2017 – 40946L</td> </tr> <tr> <td>Smart weeding programme</td> <td>2016 – 300 Ha 2017 – 628.07 Ha</td> </tr> </tbody> </table>	Programme	Status	environment campaign no open burning	To ensure and complete the awareness on March 2020	To increase using organic fertiliser	2016 – 600 Mt 2018 – 800 Mt	To reduce diesel usage	2016 – 47822L 2017 – 40946L	Smart weeding programme	2016 – 300 Ha 2017 – 628.07 Ha	<p>Complied</p>
Programme	Status											
environment campaign no open burning	To ensure and complete the awareness on March 2020											
To increase using organic fertiliser	2016 – 600 Mt 2018 – 800 Mt											
To reduce diesel usage	2016 – 47822L 2017 – 40946L											
Smart weeding programme	2016 – 300 Ha 2017 – 628.07 Ha											

Appendix B: Approved Time Bound Plan

TBP 2019

No	2017	2018	2019-2020		2021
1	KS SELANCAR 2B	KS CHIKU	KS KALABAKAN	KS KEMAHANG	FGV ASIAN MILLING PLANTATION
2	KS ARING A	KS KERATONG 2	KS KEMBARA SAKTI	KS CHINI 2	FGV YAPID MAS (Golden Land)
3	KS SELENDANG	KS SERTING	KS NILAM PERMATA	KS JERANGAU BARAT	PT CITRA NIAGA PERKASA (Indonesia)- No Mill
4	KS BUKIT SAGU	KS KERATONG 3	KS HAMPARAN BADAI	KS TROLAK	PT TEMILIA AGRO ABADI (Indonesia)- No Mill
5	KS KERATONG 09	KS KERTEH	KS MERCU PUSPITA	KS SEMENCHU	FGV Estates Without mill (Paloh)
6	KS LEPAR UTARA 06	KS KOTA GELANGGI	KS LANCANG KEMUDI	KS PANCHING	
7	KS MAOKIL	KS TENGGAROH	KS EMBARA BUDI	KS AIR TAWAR	
8	KS KEMASUL	KS SERTING HILIR	KS BAIKURI AYU	KS LOK HENG	
9	KS KRAU	KS NITAR	KS UMAS	KS SG TENGI	
10	KS LEPAR HILIR	KS JERANGAU BARU	KS TENGGAROH TIMUR	KS PASOH	
11	KS KECHAU B	KS KULAI	KS SELANCAR 2A	KS KAHANG	
12	KS PALONG TIMUR	KS BELITONG	KS BUKIT MENDI		
13	KS TRIANG	KS BUKIT KEPAYANG	KS JENKA 8		
14	KS BESOUT	KS PENGGELI	KS JENKA 18		
15	KS NERAM	KS JENKA 21	KS JENKA 3		
16	KS CHINI 3	KS ADELA	KS PADANG PIOL		

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

17		KS CHALOK	KS TERSANG		
18		KS WAHA	KS PONTIAN UNITED PLANTATION		
19		KS SAMPADI	KS TEMENTI		
20		KS MEMPAGA			
21					
TOTAL	16	20	19	11	5
	16	36	55	66	71

RSPO	Certified
	External Audit
	NCs Verification
	Internal Audit
	Preparation for audit

As at 25 February 2019, **27 mills RSPO certified** out of 68 mills.

RSPO Public Summary Report
Revision 7 (Aug /2018)

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES									
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)							
		Internal			External				
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Certification year	Certification Standard	
2017									
1	KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2014	Certified	STEVEN DEVELOPMENT SDN BHD	2020	Group Cert	
		FGVPM Selancar 08	2017	MYNI 2014		BINGAN JAYA SDN BHD	2020	Group Cert	
		FGVPM Selancar 09	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SH TRADING CO SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		TAI HUAT AGRICULTURE	2020	Group Cert	
		n/a	n/a	n/a		SENDANG JUARA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		BKF BERHAD	2020	Group Cert	
		n/a	n/a	n/a		AA SAWIT	2020	Group Cert	
		FGVPM Aring 02	2017	MYNI 2014	Certified	FELDA Aring 1	2020	Group Cert	
		FGVPM Aring 15	2017	MYNI 2014		T & A MACHANG AGRICULTURE SDN BHD	2020	Group Cert	
		FGVPM Aring 03	2017	MYNI 2014		TAI ICHI ENTERPRISE	2020	Group Cert	
		FGVPM Aring 04	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		FGVPM Aring 05	2017	MYNI 2014		SH TRADING CO KLUANG SDN BHD	2020	Group Cert	
2	KS ARING A	FGVPM Aring 06	2017	MYNI 2014	Certified	FAUZI LIM PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 08	2017	MYNI 2014		LIZIZ PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 10	2017	MYNI 2014		EKSTRAPALMA PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 11	2017	MYNI 2014		KUKUH CEMERLANG SDN BHD	2020	Group Cert	
		n/a	n/a	n/a			PADANG MUTIARA SDN BHD	2020	Group Cert
		n/a	n/a	n/a			SEM WAH DEVELOPMENT ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a			FIRST NATIONWIDE KEL SDN BHD	2020	Group Cert
		n/a	n/a	n/a			GEMALAI PLANTATION SDN BHD	2020	Group Cert
n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert			
3	KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified	FELDA/FTP Selendang 1&2	2020	Group Cert	
		FGVPM Selendang 4	2018	MYNI 2014		FELDA/FTP Endau	2020	Group Cert	
		FGVPM Selendang 5	2018	MYNI 2014		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert	
		FGVPM Berabong 1	2018	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		PER.PELADANG NEGERI JOHOR	2020	Group Cert	
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2020	Group Cert	
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		YP PLANTATIONS HOLDING	2020	Group Cert	
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert	
n/a	n/a	n/a		BKF BERHAD	2020	Group Cert			
n/a	n/a	n/a		PER PELADANG KAWASAN ENDAU	2020	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a		AGROGUIDE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert
4	KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014	Certified	FELDA/FTP Bukit Sagu 01	2020	Group Cert
		FGVPM Bukit Sagu 6	2017	MYNI 2014		FELDA/FTP Bukit Sagu 02/03	2020	Group Cert
		FGVPM Bukit Sagu 07	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert
		FGVPM Bukit Sagu 08	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a	TAN LEE CHAK	2020	Group Cert	
		n/a	n/a	n/a	UTUSAN PADUAN SDN BHD.	2020	Group Cert	
		n/a	n/a	n/a	NAJA PALM OILS SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	EKTRAPALMA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	TOLEH MAJU ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	Group Cert	
n/a	n/a	n/a	BKF BERHAD	2020	Group Cert			
5	KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified	FELDA Keratong 10	2020	Group Cert
		FGVPM Bera Selatan 07	2017	MYNI 2014		FELDA Keratong 08	2020	Group Cert
		FGVPM Merchong	2017	MYNI 2014		FELDA Keratong 09	2020	Group Cert
		FGVPM Keratong Timur	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		FASSB Merchong	2017	MYNI 2014		RISDA PLANTATION SDN BHD (TEMERLO	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	Group Cert	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert	
n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	Group Cert			
6	KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified	FELDA Lepar Utara 03	2020	Group Cert
		FGVPM Lepar Utara 08	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		FGVPM Lepar Utara 09	2017	MYNI 2014		KIM MA OIL PALM	2020	Group Cert
		FGVPM Lepar Utara 11	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert
		FGVPM Lepar Utara 05						
		FGVPM Lepar Utara 10						Scope Audit
7	KS MOAKIL	FGVPM Moakii 06	2018	MYNI 2014	Certified	FELDA/FTP Maokii 01	2020	Group Cert
		FGVPM Moakii 07	2018	MYNI 2014		FELDA/FTP Maokii 02	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Chempelak Barat	2020	Group Cert	
		n/a	n/a	n/a	FELDA/FTP Tenang	2020	Group Cert	
		n/a	n/a	n/a	FELDA/FTP Kemelah	2020	Group Cert	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert	
		n/a	n/a	n/a	LEE SENG OIL PALM S/B	2020	Group Cert	
		n/a	n/a	n/a	SH TRADING CO KLUANG S/B	2020	Group Cert	
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a	SENDANG JUARA S/B	2020	Group Cert	
		n/a	n/a	n/a	BINGAN JAYA S/B	2020	Group Cert	
		n/a	n/a	n/a	RISDA PLANTATION S/B (BP)	2020	Group Cert	
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert	
8	KS KEMASUL	n/a	n/a	n/a		LIANG LEE TRADING CO	2020	Group Cert
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM S/B	2020	Group Cert
		n/a	n/a	n/a		SIN HIM KELAPA SAWIT TRADING S/B	2020	Group Cert
		n/a	n/a	n/a		SAMANNA SAWIT TRADING	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT S/B	2020	Group Cert
		FGVPM Mengkarak 1	2018	MYNI 2014	Certified	FELDA/FTP Chemomoi	2020	Group Cert
		FGVPM Mengkarak 2	2018	MYNI 2014		FELDA/FTP Kemasul	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
n/a	n/a	n/a		PPK PELANGAI	2020	Group Cert		
n/a	n/a	n/a		PPK BERA	2020	Group Cert		
n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert		
n/a	n/a	n/a		BAKTI MAS BINA S/B	2020	Group Cert		

RSPO Public Summary Report
Revision 7 (Aug /2018)

9	KS KRAU	FVGPM Krau 2	2018	MYNI 2014	Certified	FELDA/FTP Krau 1	2020	Group Cert
		FVGPM Krau 4	2018	MYNI 2014		FELDA/FTP Lembah Klau	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Lurah Bilut	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
10	KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified	FELDA/FTP Lepar Hilir 1/4	2020	Group Cert
		FGVPM Lepar Hilir 06	2017	MYNI 2014		FELDA/FTP Lepar Hilir 2	2020	Group Cert
		FGVPM Lepar Hilir 08	2017	MYNI 2014		FELDA/FTP Lepar Hilir 3	2020	Group Cert
11	KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified	FELDA/FTP Kumai	2020	Group Cert
		FGVPM Triang Selatan 1	2017	MYNI 2014		FELDA/FTP Triang 1	2020	Group Cert
		FGVPM Triang 4	2017	MYNI 2014		FELDA/FTP Triang 3	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	KIM MA TRADING	2020	Group Cert	
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	K.C GOH ENT S/B	2020	Group Cert	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	Group Cert	
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert	
12	KS KECHAU B	FGVPM Kechau 06	2017	MYNI 2014	Certified	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		FGVPM Kechau 08	2017	MYNI 2014		SENG HIGHLAND FRUITS TRADING	2020	Group Cert
		FGVPM Kechau 09	2017	MYNI 2014		INTELLIGENT MACHINERY ENT	2020	Group Cert
		FGVPM Kechau 10	2017	MYNI 2014		BAKTI MAS BINA S/B	2020	Group Cert
		FGVPM Kechau 02	2017	MYNI 2014		BIN HASSAN ENT	2020	Group Cert
		FGVPM Kechau 03	2017	MYNI 2014			2019	
		FGVPM Kechau 07	2017	MYNI 2014				
		FGVPM Kechau 11	2017	MYNI 2014				
		FGVPM Chegar Perah 2	2017	MYNI 2014				
13	KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified	FELDA/FTP Palong Timur 01	2020	Group Cert
		FGVPM Palong Timur 06	2018	MYNI 2014		FELDA/FTP Palong Timur 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong Timur 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 01	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 04	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 05	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 06	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Pasir Besar	2020	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENT S/B	2020	Group Cert
n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert			
n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert			
n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

14	BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified	FELDA/FTP Besout 01	2020	Group Cert
		FGVPM Besout 07	2018	MYNI 2014		FELDA/FTP Besout 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Besout 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Besout 04	2020	Group Cert
		n/a	n/a	n/a		FELDA Besout 05	2020	Group Cert
		n/a	n/a	n/a		LADANG GETAH RISDA	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a		POH LIM ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KHIAZH SDN BHD	2020	Group Cert
		n/a	n/a	n/a		PKC & SONS SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		BKF BERHAD	2020	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2020	Group Cert
		n/a	n/a	n/a		WCB RESOURCES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KOP PKN KECIL N SEL BERHAD	2020	Group Cert
		n/a	n/a	n/a		RANGKAIAN INDAH ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert
n/a	n/a	n/a	PANTAS ASLI ENTERPRISE	2020	Group Cert			
n/a	n/a	n/a	KPSM BATANG PADANG	2020	Group Cert			
15	KS NERAM	FGVPM Cherui 03	2018	MYNI 2014	Certified	FELDA Seberang Tayor	2020	Group Cert
		n/a	n/a	n/a		FELDA Neram 01	2020	Group Cert
		n/a	n/a	n/a		FELDA Neram 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Cerui 01	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Bukit Goh	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Bukit Kuantan	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a		LADANG PERKAYA TERENGGANU	2020	Group Cert
		n/a	n/a	n/a		ISMAQ AGRICULTURE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		NAJA PALM OILS S/B	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		BKF BERHAD	2020	Group Cert
		n/a	n/a	n/a		NAZSO SNT	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a		TOLEH MAJU ENT	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT S/B	2020	Group Cert
		n/a	n/a	n/a		WU TERN SIANG	2020	Group Cert
n/a	n/a	n/a	YEE PLANTATION SDN BHD	2020	Group Cert			
16	KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2014	Certified	FELDA/FTP Chini 01	2020	Group Cert
		FGVPM Chini Timur 4	2018	MYNI 2014		FELDA/FTP Chini 04	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Chini 05	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLO	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

2018								
17	KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified	FELDA Ciku 5	2021	Group Cert
		FGVPM Ciku 8	2018	MYNI 2014		FELDA Ciku 6	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 1	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 2	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 3	2021	Group Cert
		n/a	n/a	n/a		FELDA Perasu	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 7	2021	Group Cert
		n/a	n/a	n/a		SY LADANG MENGKEBANG S/B	2021	Group Cert
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2021	Group Cert
		n/a	n/a	n/a		SY LADANG SUNGAI TERAH	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PANTAS KETARA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUKUH CEMERLANG SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		GOLDEN MILL LUMBER SDN BHD	2021	Group Cert
n/a	n/a	n/a	BUDISAWIT SDN BHD	2021	Group Cert			
n/a	n/a	n/a	AA SAWIT SDN BHD	2021	Group Cert			
18	KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified	FELDA/FTP Keratong 01	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Keratong 02	2021	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATION S/B	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA TRADING	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT S/B	2021	Group Cert
		n/a	n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN D	2021	Group Cert
19	KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Certified	FELDA/FTP Raja Alias 1	2021	Group Cert
		FGVPM Palong 18	2018	MYNI 2014		FELDA/FTP Raja Alias 2	2021	Group Cert
		FGVPM Palong 21	2018	MYNI 2014		FELDA/FTP Raja Alias 3	2021	Group Cert
		FGVPM Serting Hilir 8	2018	MYNI 2014		FELDA/FTP Raja Alias 4	2021	Group Cert
		n/a	n/a	n/a		FELDA Raja Alias 5	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Serting Hilir 1	2021	Group Cert
		n/a	n/a	n/a		MKIC ENT	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		K.C GOH ENT	2021	Group Cert
		n/a	n/a	n/a		SERN LEE DEVELOPMENT S/B	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO S/B	2021	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
n/a	n/a	n/a	RISDA PLANTATION S/B	2021	Group Cert			
n/a	n/a	n/a	WMS ENT	2021	Group Cert			
n/a	n/a	n/a	AA SAWIT S/B	2021	Group Cert			
20	KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Peer reviewer	FELDA/FTP Keratong 03	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 04	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 05	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 06	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 07	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	PERNIAGAAN BINGAN JAYA	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	TAI ICHI ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	ENG HUAT LATEX CONCENTRATE S/B	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	KIMMA TRANSPORT	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	SISTEM SLURRY S/B	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	LADANG UMAC	2021	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

21	KS KERTEH	FASSB Kerteh	2018	MYNI 2014	Peer reviewer	FELDA/FTP Kerteh 01	2021	Group Cert
		FGVPM Semaring 01	2018	MYNI 2014		FELDA/FTP Kerteh 02	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 04	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 05	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 06	2021	Group Cert
		n/a	n/a	n/a		FELDA Kerteh 03	2021	Group Cert
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2021	Group Cert
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021	Group Cert
		n/a	n/a	n/a		JURUSEMANGAT S/B	2021	Group Cert
n/a	n/a	n/a	BUDI SAWIT S/B	2021	Group Cert			
n/a	n/a	n/a	SRI KAPAS ENT	2021	Group Cert			
22	KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2014	Certified	FELDA/FTP Kota Gelanggi 01	2021	Group Cert
		FASSB K.GELANGGI 5/6	2018	MYNI 2014		FELDA/FTP Kota Gelanggi 02	2021	Group Cert
		n/a	2018	n/a	Internal Audit	FELDA/FTP Kota Gelanggi 03	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 04	2021	Group Cert
		n/a	2018	n/a	Internal Audit	GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	2018	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
		n/a	2018	n/a	Internal Audit	TACORP PLANTATATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT S/B	2021	Group Cert
		n/a	2018	n/a	Internal Audit	GUTHRIE SG TEKAL ESTATE	2021	Group Cert
		n/a	2018	n/a		WANGSA CAMAR S/B	2021	Group Cert
23	KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2014	Peer reviewer	FELDA/FTP Jengka 12	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 13	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 14	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 21	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 22	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 23	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 24	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 25	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jenderak Utara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jenderak Selatan	2021	Group Cert
		n/a	2018	n/a		FELCRA DURIAN HJAU	2021	Group Cert
		n/a	2018	n/a		DITALI SDN BHD	2021	Group Cert
		n/a	2018	n/a		KOPERASI PENEROKA JENGA 10 BHD	2021	Group Cert
		n/a	2018	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		EIMAN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		UNIVERSITI TEKNOLOGI MARA	2021	Group Cert
		n/a	2018	n/a		KOPERASI PEKEBUN KECIL DAERAH JERAM	2021	Group Cert
		n/a	2018	n/a		WANGSA CAMAR SDN BHD	2021	Group Cert
24	KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	External Audit	FELDA/FTP Inas Utara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Sg Sibol	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Penggeli Timur	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Linggiu	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		RABOJAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

25	KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified	FELDA/FTP Ulu Belitong	2021	Group Cert
		FGVPM Bukit Tongkat B	2018	MYNI 2014		FELDA Bukit Permai	2021	Group Cert
		n/a	2018	n/a		FELDA / FTP Layang-Layang	2021	Group Cert
		n/a	2018	n/a		FELDA Air Hitam	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Ulu Penggeli	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Bukit Tongkat	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO. KLUANG SDN BHD	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		SK LORRY SDN BHD	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021	Group Cert
		n/a	2018	n/a		GUAN LENG TRADING SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2021	Group Cert
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021	Group Cert
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
		n/a	2018	n/a		SISTEM SLURRY SDN BHD	2021	Group Cert
n/a	2018	n/a	PCT OIL PALM SDN BHD	2021	Group Cert			
n/a	2018	n/a	AA SAWIT SDN BHD	2021	Group Cert			
26	KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Peer reviewer	FELDA/FTP Taib Andak	2021	Group Cert
		n/a	2018	n/a		FELDA Bukit Batu	2021	Group Cert
		n/a	2018	n/a		FELDA Ulu Tebrau	2021	Group Cert
		n/a	2018	n/a		TETUAN MALCLAY INDUSTRIES S/B	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TSK AIR MANIS RISDA PLANTATIONS SE	2021	Group Cert
		n/a	2018	n/a		PKM ULU SANGLANG RISDA PLANTATIO	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		LADANG KENG TEK LEE SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2021	Group Cert
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		PKM MAJU JAYA RISDA PLANTATION	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO KLUANG S/B	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO SG TIRAM MUKIM SG T	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA SDN	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		CHE YU TRADING SDN BHD	2021	Group Cert
		n/a	2018	n/a		SALIM NAWAWI	2021	Group Cert
n/a	2018	n/a	MAGICAL WEALTH SDN BHD	2021	Group Cert			
n/a	2018	n/a	AA SAWIT SDN BHD	2021	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

27	KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified	FELDA/FTP Tunggal	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Adela	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Sening	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kledang	2021	Group Cert
		n/a	n/a	n/a		SINAR LESTARI (M) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PPNJ	2021	Group Cert
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO	2021	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT	2021	Group Cert
		n/a	n/a	n/a		PERNIAGAAN SRI MAHTAI	2021	Group Cert
		n/a	n/a	n/a		YPJ PALM PLANTATION	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SANTEX ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (t) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SALIM NAWAWI	2021	Group Cert
		n/a	n/a	n/a		BKF BERHAD SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PALOH AGRICULTURE 9 (JOHOR) SDN B	2021	Group Cert
		28	KS SERTING HILIR	FGVPM Tembangau 03		2018	MYNI 2014	Main Audit
FGVPM Tembangau 05	2018			MYNI 2014	FELDA/FTP Lui Selatan 01	2021	Group Cert	
FGVPM Tembangau 06	2018			MYNI 2014	FELDA/FTP Lui selatan 02	2021	Group Cert	
FGVPM Tembangau 07	2018			MYNI 2014	FELDA/FTP Serting Hilir 02/03	2021	Group Cert	
FGVPM Tembangau 08	2018			MYNI 2014	FELDA/FTP Serting Hilir 6/7	2021	Group Cert	
FGVPM Tembangau 09	2018			MYNI 2014	FELDA/FTP Serting Hilir 04	2021	Group Cert	
FGVPM Serting Hilir 9	2018			MYNI 2014	FELDA/FTP Serting Hilir 05	2021	Group Cert	
FASSB Serting Hilir	2018			MYNI 2014	FELDA/FTP Sg Lui	2021	Group Cert	
n/a	n/a			n/a	FELDA SG Lui 2	2021	Group Cert	
n/a	n/a			n/a	FELDA / FTP Lui Timur	2021	Group Cert	
n/a	n/a			n/a	FELDA/FTP Tembangau 1	2021	Group Cert	
n/a	n/a			n/a	FELDA/FTP Tembangau 2	2021	Group Cert	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert	
n/a	n/a			n/a	ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert	
n/a	n/a			n/a	KIM MA OIL PLAM (TRANSPORT) SDN B	2021	Group Cert	
n/a	n/a			n/a	KIM MA TRADING	2021	Group Cert	
n/a	n/a			n/a	SERN LEE ENTERPRISE SDN BHD	2021	Group Cert	
n/a	n/a			n/a	MKIC ENT	2021	Group Cert	
n/a	n/a			n/a	BKF B/S	2021	Group Cert	
n/a	n/a			n/a	AA SAWIT S/B	2021	Group Cert	
29	KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified	FELDA/FTP Kepayang	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Purun	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mayam	2021	Group Cert
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2021	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

30	KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified	FELDA/FTP Jerangau	2021	Group Cert
		FGVPM Rantau abang 2	2018	MYNI 2014		FELDA/FTP Bukit Banding	2021	Group Cert
		FGVPM Chador 1	2018	MYNI 2014		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2021	Group Cert
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021	Group Cert
		n/a	n/a	n/a		YEE PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2021	Group Cert
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2021	Group Cert
		n/a	n/a	n/a		NAJA PALM OIL S/B	2021	Group Cert
31	KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified	FELDA/FTP Tenggaroh 02	2021	Group Cert
		FGVPM Tenggaroh 11	2018	MYNI 2014		FELDA/FTP Tenggaroh 04	2021	Group Cert
		FGVPM Tenggaroh 13	2018	MYNI 2014		FELDA/FTP Tenggaroh 05	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh Timur 01	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 07	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 01	2021	Group Cert
		n/a	n/a	n/a		ISMAIL BIN DAHLAN	2021	Group Cert
		n/a	n/a	n/a		PPNJ/ PPK MERSING	2021	Group Cert
		n/a	n/a	n/a		K.C GOH ENT	2021	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENT	2021	Group Cert
		n/a	n/a	n/a		SANTEX ENT	2021	Group Cert
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO. KLUANG S/B	2021	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENT	2021	Group Cert
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2021	Group Cert
		n/a	n/a	n/a		BKF S/B	2021	Group Cert
n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) S/B	2021	Group Cert			
n/a	n/a	n/a	ME RESOURCES S/B	2021	Group Cert			
32	KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified	FELDA Nitar 1	2021	Group Cert
		n/a	2018	n/a		FELDA Nitar 2	2021	Group Cert
		n/a	2018	n/a		PPNJ	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA S/B	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	2018	n/a		AA SAWIT SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENT	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM S/B	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO. KLUANG S/B	2021	Group Cert
		n/a	2018	n/a		YPJ PLANTATIONS S/B	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENT	2021	Group Cert
		n/a	2018	n/a		GUAN LENG TRADING S/B	2021	Group Cert
		n/a	2018	n/a		WETOP S/B	2021	Group Cert
n/a	2018	n/a	PER PELADANG KWSN ENDAU	2021	Group Cert			
n/a	2018	n/a	BAKTI MAS BINA S/B	2021	Group Cert			
n/a	2018	n/a	SISTEM SLURRY S/B	2021	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

33	KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified	FELDA/FTP Chalok Barat	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Tenang Besut	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Belara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Selasih	2021	Group Cert
		n/a	2018	n/a		FELDA Chalok	2021	Group Cert
		n/a	2018	n/a		PERNIAGAAN BINGAN JAYA	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		T & A MACHANG AGRICULTURE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		SYARIKAT WARISAN	2021	Group Cert
		n/a	2018	n/a		EKSTRAPALMA SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		HADI PLANTATION SDN BHD	2021	Group Cert
		34	KS WA HA	FGVPM BUKIT APING 02		2018	MYNI 2014	Peer reviewer
n/a	2018			n/a	FELDA Bukit Aping Barat	2021	Group Cert	
n/a	2018			n/a	FELDA simpang Wa ha	2021	Group Cert	
n/a	2018			n/a	FELDA Bukit Easter	2021	Group Cert	
n/a	2018			n/a	FELDA Bukit Wa Ha	2021	Group Cert	
n/a	2018			n/a	PPNJ	2021	Group Cert	
n/a	2018			n/a	FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert	
n/a	2018			n/a	KUASA MY ENTERPRISE	2021	Group Cert	
n/a	2018			n/a	BINGAN JAYA S/B	2021	Group Cert	
n/a	2018			n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert	
n/a	2018			n/a	WAN LE HIN ENT	2021	Group Cert	
n/a	2018			n/a	AA SAWIT SDN BHD	2021	Group Cert	
n/a	2018			n/a	RINTING EMAS	2021	Group Cert	
n/a	2018			n/a	SH TRADING CO KLUANG SDN BHD	2021	Group Cert	
n/a	2018			n/a	KOP PEMBANGUNAN KG TERSUSUN MAHARAJA	2021	Group Cert	
35	KS SAMPADI			FGVPM Sampadi 01	2018	MYNI 2014	Internal Audit	
		FGVPM Sampadi 03	2018	MYNI 2014	KIM MA OIL PALM TRANSPORT S/B	2021		Group Cert
		FGVPM Sampadi 04	2018	MYNI 2014	AGROGREEN VENTURES S/B	2021		Group Cert
		FGVPM Sampadi 05	2018	MYNI 2014	n/a	n/a		n/a
		FGVPM Sampadi 06	2018	MYNI 2014	n/a	n/a		n/a
		36	KS MEMPAGA	n/a	n/a	n/a		Internal Audit
n/a	n/a			n/a	FELDA/FTP KG Lakum	2018	Group Cert	
n/a	n/a			n/a	FELDA/FTP KG Bukit Damar	2018	Group Cert	
n/a	n/a			n/a	FELDA/FTP Mempaga 1	2018	Group Cert	
n/a	n/a			n/a	FELDA/FTP Mempaga 2	2018	Group Cert	
n/a	n/a			n/a	FELDA/FTP Mempaga 3	2018	Group Cert	
n/a	n/a			n/a	TAI ICHI ENTERPRISE	2018	Group Cert	
n/a	n/a			n/a	SERN LEE ENT SDN BHD	2018	Group Cert	
n/a	n/a			n/a	HOCK GUAN TRADING & CO	2018	Group Cert	
n/a	n/a			n/a	SRI KERDAU COMMODITIES	2018	Group Cert	
n/a	n/a			n/a	RISDA PLANTATION SDN BHD	2018	Group Cert	
n/a	n/a			n/a	KURNIA SETIA BHD	2018	Group Cert	
n/a	n/a			n/a	WANGSA CAMAR S/B	2018	Group Cert	
n/a	n/a			n/a	KIM MA OIL PALM TRANSPORT SDN BHD	2018	Group Cert	

RSPO Public Summary Report
Revision 7 (Aug /2018)

2019									
37	KS KALABAKAN	FGVPM Kalabakan Utara 01	2019	MYNI 2014	Internal Audit	KOKOLIN PLANTATION S/B	2022	Group Cert	
		FGVPM Kalabakan Selatan	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert	
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert	
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022	Group Cert	
		n/a	n/a	n/a		KRETAM HOLDINGS BHD	2022	Group Cert	
		n/a	n/a	n/a		TERARAYA S/B	2022	Group Cert	
		n/a	n/a	n/a		EVERPACE S/B	2022	Group Cert	
38	KS KEMBARA SAKTI	FGVPM Sahabat 30	2019	MYNI 2014	Internal Audit	LIM SUN LAI	2022	Group Cert	
		FGVPM Sahabat 35	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 40	2019	MYNI 2014		ZHEN DONG PLANTATION (M)	2022	Group Cert	
		FGVPM Sahabat 41	2019	MYNI 2014		FONG TAK DEVELOPMENT S/B	2022	Group Cert	
		FGVPM Sahabat 42	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FGVPM Sahabat 43	2019	MYNI 2014		TAN PIT HOOK	2022	Group Cert	
39	KS NILAM PERMATA	FGVPM Sahabat 50	2019	MYNI 2014	Internal Audit	n/a	n/a		
		FGVPM Sahabat 51	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 52	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 53	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 54	2019	MYNI 2014		n/a	n/a		
40	KS HAMPARAN BADAI	FGVPM Sahabat 23	2019	MYNI 2014	Internal Audit	TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert	
		FGVPM Sahabat 24	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022	Group Cert	
		FGVPM Sahabat 26	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 28	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FGVPM Sahabat 31	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert	
		FGVPM Sahabat 33	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022	Group Cert	
		FGVPM Sahabat 34	2019	MYNI 2014		KUASA MY ENTERPRISE	2022	Group Cert	
		FGVPM Sahabat 25	2019	MYNI 2014		KEMAJUAN TANAH JUJUR SDN BHD	2022	Group Cert	
		FGVPM Sahabat 21	2019	MYNI 2014		TELISAI FFB COLLECTING SDN BHD	2022	Group Cert	
		FGVPM Sahabat 22	2019	MYNI 2014					
41	KS MERCU PUSPITA	FASSB Tambisan	2019	MYNI 2014	Internal Audit				
		FGVPM Sahabat 07	2019	MYNI 2014		TSC PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 46	2019	MYNI 2014		ZHEN DONG PLANTATION M S/B	2022	Group Cert	
		FGVPM Sahabat 48	2019	MYNI 2014		KLEBANG PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 10	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FASSB Sahabat 06	2019	MYNI 2014		ANIKA RAYA S/B	2022	Group Cert	
		n/a	n/a	n/a			D PROP PLANTATION	2022	Group Cert
		n/a	n/a	n/a			FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a			GREATSTATE ASSETS SDN BHD	2022	Group Cert
		n/a	n/a	n/a			FOREMOST DYNAMIC S/B	2022	Group Cert
n/a	n/a	n/a		ABID EMAS S/B	2022	Group Cert			
42	KS LANCANG KEMUDI	n/a	n/a	n/a	Internal Audit	SYARIKAT TECK HUAT COMMODITIES TRADING	2022	Group Cert	
		n/a	n/a	n/a		ATLAS KEW ESTATE S/B	2022	Group Cert	
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert	
		FGVPM Sahabat 36	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022	Group Cert	
		FGVPM Sahabat 38	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 39	2019	MYNI 2014		KLEBANG PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 44	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert	
		FGVPM Sahabat 45	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022	Group Cert	
		n/a	n/a	n/a			GEMILANG SETIA	2022	Group Cert
		n/a	n/a	n/a			JJ METAL S/B	2022	Group Cert
n/a	n/a	n/a		TIONG KHENG HOLDING S/B	2022	Group Cert			
n/a	n/a	n/a		SILAHIS S/B	2022	Group Cert			
n/a	n/a	n/a		TSC PLANTATIONS S/B	2022	Group Cert			
n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2022	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

43	KS EMBARA BUDI	FGVPM Sahabat 11	2019	MYNI 2014	Internal Audit	FELDA Sahabat 03	2022	Group Cert
		FGVPM Sahabat 12	2019	MYNI 2014		FELDA Sahabat 04/05	2022	Group Cert
		FGVPM Sahabat 17	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		FGVPM Sahabat 56	2019	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		FGVPM Sahabat 20	2019	MYNI 2014		FONG TAK DEVELOPMENT	2022	Group Cert
		FASSB Sahabat 17	2019	MYNI 2014		INTAN SAWIT ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a		SCT RESOURCES SDN BHD	2023	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2024	Group Cert
		n/a	n/a	n/a		ASET KAHAPAN SDN BHD	2022	Group Cert
n/a	n/a	n/a	INTAN SAWIT ENTERPRISE	2022	Group Cert			
n/a	n/a	n/a	SCT RESOURCES SDN BHD	2022	Group Cert			
44	KS BAIDURI AYU	FGVPM Sahabat 09	2019	MYNI 2014	Internal Audit	FELDA Sahabat 1	2022	Group Cert
		FGVPM Sahabat 16	2019	MYNI 2014		FELDA Sahabat 2	2022	Group Cert
		FGVPM Sahabat 55	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SILAHIS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		TSC PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ZHEN DONG PLANTATION (M) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KLEBANG PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2022	Group Cert
		n/a	n/a	n/a		ANIKA RAYA SDN BHD	2022	Group Cert
		n/a	n/a	n/a		D-PROP PLANTATION	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		FOREMOST DYNAMIC SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ABID EMAS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ATLAS KEW ESTATESDN BHD	2022	Group Cert
		n/a	n/a	n/a		LADANG DAYA UTAMA SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SUMMIT PALM SDN BHD	2022	Group Cert
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert
n/a	n/a	n/a	LIAN HIN LEE PLANTATION (M) SDN BHD	2022	Group Cert			
n/a	n/a	n/a	ASET KAHAPAN SDN BHD	2022	Group Cert			
n/a	n/a	n/a	INTAN SAWIT ENTERPRISE	2022	Group Cert			
45	KS UMAS	FGVPM Umas 05	2019	MYNI 2014	Internal Audit	FELDA Umas 1	2022	Group Cert
		FGVPM Umas 06	2019	MYNI 2014		FELDA Umas 2/3	2022	Group Cert
		n/a	n/a	n/a		FELDA Umas 4	2022	Group Cert
		n/a	n/a	n/a		KOKOLIN PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		FIDELITY LAND S/B	2022	Group Cert
		n/a	n/a	n/a		TAI ICHI ENT S/B	2022	Group Cert
		n/a	n/a	n/a		K.C GOH ENT S/B	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENT	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		MENGHWA S/B	2022	Group Cert
		n/a	n/a	n/a		EVERPACE S/B	2022	Group Cert
		n/a	n/a	n/a		LIM SUN LAI	2022	Group Cert
		n/a	n/a	n/a		BALUNG PALM OIL MILL S/B	2022	Group Cert
		n/a	n/a	n/a		BRANTIAN PALM OIL S/B	2022	Group Cert
		n/a	n/a	n/a		YUWANG PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		KAJ PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		PANDAN SUKMA S/B	2022	Group Cert
		n/a	n/a	n/a		WINSOME BRANTIAN PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		UT PALM PLANTATIONS S/B	2022	Group Cert
n/a	n/a	n/a	NFC TRADING S/B	2022	Group Cert			
n/a	n/a	n/a	DURAWANG S/B	2022	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

46	KS TENGGAROH TIMUR	FGVPM Tenggaroh 12	2019	MYNI 2014	Internal Audit	FELDA/FTP Tenggaroh 06	2022	Group Cert
		FGVPM Tenggaroh Timur 2	2019	MYNI 2014		FELDA/FTP Tenggaroh Selatan 1	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 03	2022	Group Cert
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		PPNJ	2022	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BKF B/S	2022	Group Cert
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2022	Group Cert
		n/a	n/a	n/a		KUASA MY ENT	2022	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENT	2022	Group Cert
		n/a	n/a	n/a		BON HON COMMODITY TRADING S/B	2022	Group Cert
		n/a	n/a	n/a		ISMAIL TRADING	2022	Group Cert
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2022	Group Cert
		n/a	n/a	n/a		SH TRADING	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert
n/a	n/a	n/a	AA SAWIT SDN BHD	2022	Group Cert			
n/a	n/a	n/a	PUJB YPJ SAWIT SDN BHD	2022	Group Cert			
47	KS SELANCAR 2A	n/a	n/a	n/a	Internal Audit	FELDA/FTP Selancar 01	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Selancar 02	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP REDONG	2022	Group Cert
		n/a	n/a	n/a		FELDA Selancar 03	2022	Group Cert
		n/a	n/a	n/a		FELDA Selancar 04	2022	Group Cert
		n/a	n/a	n/a		FELDA Selancar 05	2022	Group Cert
		n/a	n/a	n/a		MEWAH OIL SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2022	Group Cert
		n/a	n/a	n/a		STEVEN DEVELOPMENT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BINGAN JAYA	2022	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		CHOON GUAN OIL PALM	2022	Group Cert
		n/a	n/a	n/a		SH TRADING CO SDN BHD	2022	Group Cert
		n/a	n/a	n/a		TAI HUAT AGRICULTURE	2022	Group Cert
		n/a	n/a	n/a		SENDANG JUARA	2022	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2022	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert			
n/a	n/a	n/a	BKF BERHAD	2022	Group Cert			
n/a	n/a	n/a	SISTEM SLURRY SDN BHD	2022	Group Cert			
n/a	n/a	n/a	AA SAWIT SDN BHD	2022	Group Cert			
48	KS BUKIT MENDI	n/a	n/a	n/a		FELDA/FTP Bukit Mendi	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Bukit Puchong	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mengkuang	2022	Group Cert
		n/a	n/a	n/a		FELDA Sg Kemahal	2022	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2022	Group Cert
		n/a	n/a	n/a		ONG CHONG LIM PLT S/B	2022	Group Cert
		n/a	n/a	n/a		AGENSI KB	2022	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022	Group Cert
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2022	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

49	KS JENGA 8	n/a	n/a	n/a	FELDA/FTP Jengka 8	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 9	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 10	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 11	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tekam	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tekam Utara	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 1	2022	Group Cert
		n/a	n/a	n/a	DITALI S/B	2022	Group Cert
		n/a	n/a	n/a	GAMEBIRD INDUSTRIES S/B	2022	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD (TEMERLOH)	2022	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	EIMAN ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	KOPERASI PEKEBUN KECIL DAERAH JERAM	2022	Group Cert
		n/a	n/a	n/a	JAYA GADING	2022	Group Cert
50	KS JENGA 18	n/a	n/a	n/a	FELDA/FTP Jengka 15	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 16	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 17	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 18	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 19	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 20	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Nerek	2022	Group Cert
		n/a	n/a	n/a	FELDA Kg Awah	2022	Group Cert
		n/a	n/a	n/a	SINN HUP ENT	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES S/B	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE LANCHANG	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE MENTAKAB	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE EDENSOR	2022	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert		
n/a	n/a	n/a	EIMAN ENT	2022	Group Cert		
n/a	n/a	n/a	KERDAU ESTATE (SD HOLDING)	2022	Group Cert		
51	KS JENGA 3	n/a	n/a	n/a	FELDA/FTP Jengka 2	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 3	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 4	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 5	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 6	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 7	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Ulu Jempoi	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Bukit Tajau	2022	Group Cert
		n/a	n/a	n/a	HALIM SAUJANA ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a	DELIMA MAJU JAYA	2022	Group Cert
		n/a	n/a	n/a	KOPERASI SERBAGUNA JENGA 3	2022	Group Cert
		n/a	n/a	n/a	LKPP BUKIT KUIN	2022	Group Cert
		n/a	n/a	n/a	BINGAN JAYA SDN BHD	2022	Group Cert
		n/a	n/a	n/a	DITALI SDN BHD	2022	Group Cert
		n/a	n/a	n/a	GAMEBIRD INDUSTRIES (M) SDN BHD	2022	Group Cert
		n/a	n/a	n/a	SUNGAI JERIK ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a	AGENSI KB	2022	Group Cert
		n/a	n/a	n/a	KURNIA SETIA AUR GADING	2022	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a	JIWATEKNIK SDN BHD	2022	Group Cert
		n/a	n/a	n/a	LKPP KAMPONG SUBOH	2022	Group Cert
		n/a	n/a	n/a	EIMAN ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE S/B (LANCANG)	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE S/B (EDENSOR)	2022	Group Cert
n/a	n/a	n/a	LKPP LADANG BATU 55 MARAN	2022	Group Cert		
n/a	n/a	n/a	SYARIKAT JAYA GADING BERSATU S/B	2022	Group Cert		

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022	Group Cert	
		n/a	n/a	n/a		LKPP RTK MARAN	2022	Group Cert	
		n/a	n/a	n/a		RIBUAN SAWIT TRADING S/B	2022	Group Cert	
52	KS PADANG PIOL	n/a	n/a	n/a		FELDA/FTP Padang Piol	2022	Group Cert	
		n/a	n/a	n/a		FELDA/FTP Sg Retang	2022	Group Cert	
		n/a	n/a	n/a		TACORP PLANTATIONS S/B	2022	Group Cert	
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022	Group Cert	
		n/a	n/a	n/a		WANGSA CAMAR S/B	2022	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022	Group Cert	
		n/a	n/a	n/a		SISTEM SLURRY S/B	2022	Group Cert	
				n/a	n/a	n/a		FELDA Tersang 01	2022
53	KS TERSANG	n/a	n/a	n/a		FELDA Tersang 02	2022	Group Cert	
		n/a	n/a	n/a		FELDA Tersang 03	2022	Group Cert	
		n/a	n/a	n/a		FELDA Tersang 04	2022	Group Cert	
		n/a	n/a	n/a		FELDA Sg Koyan 1	2022	Group Cert	
		n/a	n/a	n/a		FELDA Sg Koyan 2	2022	Group Cert	
		n/a	n/a	n/a		FELDA Sg Koyan 3	2022	Group Cert	
		n/a	n/a	n/a		LIPIS JAYA PLANTATION S/B	2022	Group Cert	
		n/a	n/a	n/a		KIM MA TRADING	2022	Group Cert	
		n/a	n/a	n/a		RISDA PLANTATION S/B	2022	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert	
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022	Group Cert	
		n/a	n/a	n/a		TEE KIM TEE ENT	2022	Group Cert	
		n/a	n/a	n/a		TINGGI MAJU PLANTATION S/B	2022	Group Cert	
		n/a	n/a	n/a		LADANG FELCRA PAYA PANJANG	2022	Group Cert	
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert	
				n/a	n/a	n/a		YEW FOH OIL PALM S/B	2022
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022	Group Cert	
		n/a	n/a	n/a		WOOD VISION S/B (NAZA PLANTATION)	2022	Group Cert	
		n/a	n/a	n/a		NEOH CHOO EE & CO S/B (CHEROH EST)	2022	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert	
54	KS PONTIAN FICO	Pontian Fico	2019	MYNI 2014	Internal Audit	NGAN & NGAN HOLDINGS	2022	Group Cert	
		Pontian Subok	2019	MYNI 2014		FOO YET KAI HOLDINGS	2022	Group Cert	
		Pontian Orico	2019	MYNI 2014		PERBADANAN KEMAJUAN PERTANIAN S	2022	Group Cert	
		Pontian Pendirosa	2019	MYNI 2014		CHEN SIEW CHIN	2022	Group Cert	
		Pontian Kuril	2019	MYNI 2014		NGOOI CHIU DAIK	2022	Group Cert	
		Pontian Hillco	2019	MYNI 2014		LIEW SIEW CHIN	2022	Group Cert	
		Rawajaya Sdn Bhd.	2019	MYNI 2014		WONG BOOI LIONG	2022	Group Cert	
		Blossom Plantation Sdn. Bhd	2019	MYNI 2014		LEE BOON TIEK	2022	Group Cert	
		n/a	n/a	n/a			LEE BEE ENG	2022	Group Cert
		n/a	n/a	n/a			LEE SENG GEAK	2022	Group Cert
		n/a	n/a	n/a		ASIA TEGUH SDN BHD	2022	Group Cert	
55	KS TEMENTI	FGVPM Bera Selatan 1	2019	MYNI 2014	Internal Audit	FELDA/FTP Sebertak	2022	Group Cert	
		FGVPM Bera Selatan 4	2019	MYNI 2014		FELDA/FTP Rentam	2022	Group Cert	
		n/a	n/a	n/a			FELDA/FTP tementi	2022	Group Cert
		n/a	n/a	n/a			SINHUP ENT	2022	Group Cert
		n/a	n/a	n/a			TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a			K.C GOH ENT	2022	Group Cert
		n/a	n/a	n/a			SERN LEE DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a			KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2109	Group Cert	
2020									
56	KS KEMAHANG	n/a	n/a	n/a		FELDA Kemahang 03	2020	Group Cert	
		n/a	n/a	n/a		FELDA Kemahang 04	2020	Group Cert	
		n/a	n/a	n/a		FELDA/FTP Kemahang 02	2020	Group Cert	
		n/a	n/a	n/a		FELDA/FTP Kemahang 01	2020	Group Cert	
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (MACHAN	2020	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		BKF SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		MENGKEBANG RUBBER CO S/B	2020	Group Cert	
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE S/B	2020	Group Cert	
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		FOKUS BONANZA S/B	2020	Group Cert	

RSPO Public Summary Report
Revision 7 (Aug /2018)

57	KS CHINI 2	n/a	n/a	n/a	FELDA/FTP Chini 02	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Chini 03	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Chini Timur 02	2020	Group Cert
		n/a	n/a	n/a	FELDA Chini Timur 01	2020	Group Cert
		n/a	n/a	n/a	FELDA Chini Timur 03	2020	Group Cert
		n/a	n/a	n/a	SYED AZHAR SYED MANSOR	2020	Group Cert
		n/a	n/a	n/a	LKPP T1 &T2	2020	Group Cert
		n/a	n/a	n/a	LKPP LADANG SRI RAMIN	2020	Group Cert
		n/a	n/a	n/a	LKPP LADNAG CHINI	2020	Group Cert
		n/a	n/a	n/a	SRI KERINAU SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TT MAX ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RIBUAN SAWIT TRADING	2020	Group Cert
58	KS JERANGAU BARAT	n/a	n/a	n/a	FELDA Mengkawang	2020	Group Cert
		n/a	n/a	n/a	FELDA Tersat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jerangau Barat	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	EKTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	CHEW AH WAH SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PER PELADANG DAERAH KUALA BERANG	2020	Group Cert
		n/a	n/a	n/a	SITI AMINAH BINTI ABDULLAH	2020	Group Cert
		n/a	n/a	n/a	BUDISAWIT SDN BHD	2020	Group Cert
n/a	n/a	n/a	BKF SDN BHD	2020	Group Cert		
n/a	n/a	n/a	KOP PESERTA-PESERTA FLC GUGUSAN B	2020	Group Cert		
59	KS TROLAK	n/a	n/a	n/a	FELDA Sg. Klah	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Trolak Utara	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Trolak Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA Sg. Behrang	2020	Group Cert
		n/a	n/a	n/a	FELDA Trolak Timur	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	POH LIM ENT S/B	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	PKC & SONS S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AMSON S/B	2020	Group Cert
		n/a	n/a	n/a	BKF BERHAD	2020	Group Cert
n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert		
60	KS SEMENCHU	n/a	n/a	n/a	FELDA Air Tawar 4	2020	Group Cert
		n/a	n/a	n/a	FELDA Air Tawar 5	2020	Group Cert
		n/a	n/a	n/a	FELDA Semenchu	2020	Group Cert
		n/a	n/a	n/a	FELDA Sungai Mas	2020	Group Cert
		n/a	n/a	n/a	PPNJ	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENT	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO KLUANG S/B	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT S/B	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	WANGSA CAMAR S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
n/a	n/a	n/a	SALIM HJ NAWAWI	2020	Group Cert		
		n/a	n/a	n/a	AA SAWIT S/B	2020	Group Cert
		n/a	n/a	n/a	KERINAT BAKTI ENTERPRISE	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

61	KS PANCHING	n/a	n/a	n/a	FELDA/FTP Panching Utara	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Panching Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Panching Timur	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TONG AH COMPANY SDN BHD	2020	Group Cert
		n/a	n/a	n/a	EKSTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WONDERFUL HORIZON SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RITAWAN HOLDINGS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
62	KS AIR TAWAR	n/a	n/a	n/a	NAJA PALM OILS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 01	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 02	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 03	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasak	2020	Group Cert
		n/a	n/a	n/a	PPNJ	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO. KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	CHE YU TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WANGSA CAMAR SDN BHD	2020	Group Cert
63	KS LOK HENG	n/a	n/a	n/a	KIM MA OIL PALM TRANSPORT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SALIM HJ NAWAWI	2020	Group Cert
		n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KERINAT BAKTI ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Timur	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Barat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Papan Timur	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	ISMAIL TRADING	2020	Group Cert
		n/a	n/a	n/a	CHOON GUAN OIL PALM SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO. KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN. BHD.	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE,	2020	Group Cert
		n/a	n/a	n/a	CHE YU TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PALM SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SALIM BIN NAWAWI	2020	Group Cert
n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2020	Group Cert		
n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) SDN BHD	2020	Group Cert		
n/a	n/a	n/a	LOK HENG FARMING TRADING	2020	Group Cert		
n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert		
n/a	n/a	n/a	KAWTHAR BUSINESS RESOURCES	2020	Group Cert		
64	KS SG TENGI	n/a	n/a	n/a	FELDA/FTP Gedangsa	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tenggi	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Soeharto	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tenggi Selatan	2020	Group Cert
		n/a	n/a	n/a	PERTUBUHAN PELADANG KWS ULU SEL	2020	Group Cert
		n/a	n/a	n/a	RAH PROPERTIES CORPORATION S/B	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE S/B	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENT	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	LIM AH CHEU & SONS TRADING S/B	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	Group Cert
		n/a	n/a	n/a	DELLOYD PLANTATION S/B	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENT	2020	Group Cert
		n/a	n/a	n/a	POH LIM ENT	2020	Group Cert
		n/a	n/a	n/a	CHEW AH WAH S/B	2020	Group Cert
		n/a	n/a	n/a	PKC & SONS S/B	2020	Group Cert
		n/a	n/a	n/a	SEPAKAT MAJU MESRA S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) S/B	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a	JASA BINA	2020	Group Cert
		n/a	n/a	n/a	BKF S/B	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert
		n/a	n/a	n/a	MALPOM INDUSTRIES BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT S/B	2020	Group Cert
		n/a	n/a	n/a	SAMURI BIN KACHONG	2020	Group Cert
		n/a	n/a	n/a	KOPERASI PEN SAWIT MAMPAN KUALA SELANGOR BHD	2020	Group Cert
65	KS PASOH	n/a	n/a	n/a	TERAS KOMBINASI ENT	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 1	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 2	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 3	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 4	2020	Group Cert
		n/a	n/a	n/a	FELDA TITI 2	2020	Group Cert
		n/a	n/a	n/a	BINGAN JAYA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SINN HUP ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SYARIKAT CHIONG KIAU	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATIONS SDN BHD (SEREMBAN)	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PERTUBUHAN PELADANG KAWASAN PASOH	2020	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2020	Group Cert		
n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert		

66	KS KAHANG	n/a	n/a	n/a	FELDA/FTP Kahang Barat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Kahang Timur	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Kahang Ulu dengar	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PER BUAH KELAPA SAWIT SALIM	2020	Group Cert
		n/a	n/a	n/a	UN KENG TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	GUAN LENG TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WETOP SDN BHD	2020	Group Cert
		n/a	n/a	n/a	MAGICAL WEALTH S/B	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert
n/a	n/a	n/a	PCT OIL PALM TRADING S/B	2020	Group Cert		
n/a	n/a	n/a	JEMALUANG KEBUN KECHIL & KELAPA S	2020	Group Cert		

2021							
67	Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	2021	Group Cert	Internal Audit	tbd	
		Kronos plantations Sdn. Bhd	2021	Group Cert		tbd	
		Fortune Plantation Sdn. Bhd	2021	Group Cert		tbd	
		BJ Corporation Sdn. Bhd	2021	Group Cert		tbd	
68	Tanah Emas Oil Palm Processing	Sri Kehuma	2021	Group Cert	Internal Audit	tbd	
		Yapidmas AE	2021	Group Cert		tbd	
		Tanah Emas Corporation Berhad (TECB)	2021	Group Cert		tbd	
		Ladang Kluang	2021	Group Cert		tbd	
		Yapidmas D	2021	Group Cert		tbd	
		Sri Mosta 1	2021	Group Cert		tbd	
		Sri Mosta 2	2021	Group Cert		tbd	
		Sri Mosta 3	2021	Group Cert		tbd	
		Cepat Ringgit A	2021	Group Cert		tbd	
		Cepat Ringgit B	2021	Group Cert		tbd	
		Cepat Ringgit D	2021	Group Cert		tbd	
		Karamuak	2021	Group Cert		tbd	
Sg Milian	2021	Group Cert	tbd				
Sg Imbak	2021	Group Cert	tbd				
Kuamut	2021	Group Cert	tbd				
69	PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit	tbd	
70	PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit	tbd	

RSPO Public Summary Report
Revision 7 (Aug /2018)

71	FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit	FGVPM Paloh	Certified under Kulim Berhad (Ladang Kulim POM)
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n/a - not applicable
 tbd - to be determine
 Individual External FFB Supplier will be updated from time to time within the time bound plan period. The list may varies due to the supplier preferences which mill
 List of External FFB Suppliers are based on 2018 active supplier list.
 Certification Standard for Felda/FTP, Independent Settlers and Third Party FFB suppliers are subject to change.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in **2018** for **Besout Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill data 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 **2018** for **Besout Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	9.13
PKO	9.13

Extraction	%
OER	19.47
KER	5.41

Production	t/yr
FFB Process	27,737.71
CPO Produced	5,400.53
PKO Produced	1,500.61

Land Use	Ha
OP Planted Area	4,690.06
OP Planted on peat	812.1722
Conservation (forested)	0
Conservation (non-forested)	0
Total	5,502.23

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	46,321.98	1.67					46,321.98	1.67
CO ₂ Emission from fertilizer	2,235.58	0.08					2,235.58	0.08
NO ₂ Emission	7,663.89	0.28					7,663.89	0.28
Fuel Consumption	311.97	0.01					311.97	0.01
Peat Oxidation	44,344.48	1.6					44,344.48	1.6
Sink								
Crop Sequestration	-43,907.09	1.58					-43,907.09	-1.58
Conservation Sequestration								

RSPO Public Summary Report
Revision 7 (Aug /2018)

Total	56,970.81						56,970.81	2.06
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*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	5,441.17	0.2
Fuel Consumption	396.12	0.01
Grid Electricity Utilisation	258.83	0.01
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	6,096.12	0.22

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	13,713.51
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

*This mill has no kernel crusher operation.

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

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

Appendix D: General Chain of Custody Requirements for the Supply Chain

General Chain of Custody Requirements for the Supply Chain			
Requirement	Evidence	Compliance (Yes/No/N/A)	
5.1 Applicability of the general chain of custody requirements for the supply chain			
5.1.1	The General Chain of Custody requirements of the RSPO Supply Chain Standard shall apply to any organization throughout the supply chain that takes legal ownership and physically handles RSPO Certified Sustainable oil palm products at a location under the control of the organization including outsourced contractors. After the end product manufacturer, there is no further requirement for certification.	FGVPM Besout Palm Oil Mill takes legal ownership and physically handles its RSPO certified oil palm products i.e. CPO and PK.	Yes
5.1.2	Traders and distributors require a licence obtained from RSPO Secretariat to sell RSPO certified product but do not themselves require certification. When selling RSPO certified products, a licensed trader and/or distributor shall pass on the certification number of the product manufacturer and the applicable supply chain model.	FGVPM Besout Palm Oil Mill is not a trading company. Therefore, this requirement is not applicable.	N/A
5.1.3	Either the operator at site level or its parent company seeking certification shall be a member of the RSPO and shall register on the RSPO IT platform.	The membership of FGVPM is under FELDA Global Ventures Holdings Berhad [RSPO membership no.: 1-0225-16-000-00]. At the time of the assessment the membership number is still applicable. RSPO palm trace ID: RSPO_PO1000001892.	Yes
5.1.4	Processing aids do not need to be included within an organization's scope of certification.	Processing aids are not used in the milling process.	N/A

5.2 Supply chain model			
5.2.1	The site can only use the same supply chain model as its supplier or go to a less strict system. Declassification/downgrading can only be done in the following order: Identity Preserved -> Segregated -> Mass Balance.	The FFB suppliers are of RSPO certified estates which consists of FGVPM's Besout 06, Besout 07 estates, other non-certified suppliers from various schemes under FELDA and independent smallholders. Therefore, the mill is using the MB model. Declassification of the CPO or PK was done in accordance to the correct order, i.e. from MB to conventional.	Yes
5.2.2	The site can use one (1) or a combination of supply chain models as audited and certified by the CB.	Besout POM is MB certified and sales of the products were of MB or conventional only at a time.	Yes
5.3. Documented Procedures			
5.3.1	The site shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: <ul style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. 	A procedure has been established entitled "SOP for Mill RSPO SCC", FGVPM-RSPO SCC, issue 3, rev. 2, dated 1/12/2017. Among the topics covered were: <ul style="list-style-type: none"> Roles & responsibilities Purchasing and goods in Sales and goods out Supply chain verification Records Claims Complaints cross reference to "<i>Prosedur Menangani Aduan dan Rungutan</i>" (Procedure to Handle Complaints and Grievance) Training Non-conformance material handling (mill to mill diversion if any) 	Yes
	<ul style="list-style-type: none"> Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). 	Among the records to be maintained according to the procedure include: <ul style="list-style-type: none"> FFB Receipt summary from MPR and SAP Weighbridge ticket Dispatch of CPO/PK – delivery instruction/sales order, weighbridge ticket, delivery order 	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

		<ul style="list-style-type: none"> • Daily production report @ daily figure from MPR and SAP • Internal audit report • Minutes of management review meeting • Training records 	
	<ul style="list-style-type: none"> • Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the organization's procedures for the implementation of this standard. 	Addressed under management functions and job description of the supply chain procedure which states the overall responsibility is assigned to the Mill Manager. The responsibility is to implement and monitor the FGVPM Besout POM RSPO Supply Chain Certification programme. Based on interview with the person in-charged, he was able to demonstrate awareness of the organization's procedures for the implementation of this standard.	Yes
5.3.2	The site shall have a written procedure to conduct annual internal audit to determine whether the organization;	Combined internal audit procedure is referred to Internal Audit Procedure [FGV/ML-IA/L2-PR11, issue 1, dated 1/6/2016]. The procedure has explained on internal audit process (pre and post audit activity) including timeline for NC closure and verification.	Yes
	i) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.		
	ii) Effectively implements and maintains the standard requirements within its organization.	Last internal audit was conducted on 26/11/2018 by Executive from Certification & Due Diligence (CDD) Department, Sustainability & Environmental Department (SED),HQ. RSPO SCC Standard checklist was utilised to record the audit findings. The coverage of the internal audit was found to be sufficient to reflect the current RSPO SCC conformity status of the facility. There was only one NCR raised as a result of the internal audit. The NCR was effectively closed by the mill in timely manner and accepted by the internal auditor.	Yes
5.4. Purchasing and goods in			
5.4.1	The receiving site shall ensure that purchases of RSPO certified oil palm products are in compliance and the following minimum information for RSPO certified products is made available by the supplier in document form:	When FFB delivered to the mill from estate, the transporters presented delivery order to the mill weighbridge clerk in order the FFB to be received by the mill. E.g. of information available in the delivery order @ "nota hantaran BTB" is as follows:	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<ul style="list-style-type: none"> • The name and address of the buyer; • The name and address of the seller; • The loading or shipment/delivery date; • The date on which the documents were issued; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations); • The quantity of the products delivered; • Any related transport documentation; • Supply Chain certificate number of the seller; • A unique identification number 	<ul style="list-style-type: none"> • Project code e.g. 5455 • Supplier (FELDA/ FGVP/FASSB) <ul style="list-style-type: none"> - Lorry - Field/block • Date of delivery – e.g. 25/12/2018 • Delivery note number. B0192611 <p>The weighbridge operator issues weighbridge ticket which has the information about:</p> <ul style="list-style-type: none"> • Weighbridge ticket no. e.g. A01389693 • Grading information • Delivery date – e.g. 25/12/2018 • Nett weight: e.g. 4.97 mt • Supplier information <ul style="list-style-type: none"> - Supplier name: e.g. FGVPM Besout 06 - Transporter vehicle No.: e.g. WXU4271 - MPOB License No. 	
	<ul style="list-style-type: none"> • 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>The information was available in various documents as mentioned above.</p>	<p>Yes</p>
	<ul style="list-style-type: none"> • The site receiving RSPO certified oil palm products shall ensure that the products are verified as being RSPO certified. For sites that are required to announce and confirm trades in the RSPO IT platform, this shall include making Shipping Announcements/Announcements and Confirmations on the RSPO IT platform per shipment or group shipments. Refer to section 5.7.1 of this document for further guidance. 	<p>Validity will be check if there is any diversion from other certified group estate’s or mill. Information such as copy of certificate will be kept for reference at mill. Mechanism to check validity explained under Supply Chain Verification – FFB Delivery Plantation to Mill, FGVP-MSPO SCC, issue:3 rev:3 dated 11/6/2018. Nonetheless, in the event of any crop diversion from any of its sister mills, the practice of the mill is to take the diverted FFB as non-certified.</p>	<p>Yes</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<ul style="list-style-type: none"> A check of the validity of the Supply Chain Certification of suppliers is required for all sites that are SC certified. This shall be checked via the list of RSPO Supply Chain Certified sites on the RSPO website (w32) at least annually or through the RSPO IT Platform by confirmation of (shipping) announcements. 	<p>Validity will be checked if there is any diversion from other certified group estate's or mill. Information such as copy of certificate will be kept for reference at the mill. Mechanism to check validity is described under Supply Chain Verification – FFB Delivery Plantation to Mill, FGVP-MSPO SCC, issue:3 rev:3 dated 11/6/2018.</p>	<p>Yes</p>
	<ul style="list-style-type: none"> The validity of license for traders and distributors shall also be checked via the RSPO website at least annually or through the RSPO IT platform by confirmation of shipping announcements / announcements. 	<p>NA – the mill does not purchase FFB from any certified trader.</p>	<p>N/A</p>
<p>5.4.2</p>	<p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	<p>Addressed under SOP for Mill RSPO SCC”, FGVP-MSPO SCC, issue:3 rev:3 dated 11/6/18, section non-conformance material which reads non-certified or contaminated FFB shall be segregated from certified oil palm products via segregation at mill ramp. In case of contamination with non-conforming material (mixed FFB from mill diversion), if unable to be segregated at source supported with traceability record, the consignment shall be downgraded as conventional.</p>	<p>Yes</p>
<p>5.5. Outsourcing activities –</p>			
<p>5.5.1</p>	<p>In cases where an operation seeking or holding certification outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the operation seeking or holding certification shall ensure that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard. A CPO mill and independent mil cannot outsource processing activities like refining or crushing.</p> <p>This requirement is not applicable to outsourced storage facilities where the management of the oil palm product(s)</p>	<p>No outsource activity at Besout POM.</p>	<p>N/A</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

	and instructions for tank movements are controlled by the certified organization (not the tank farm manager).		
5.5.2	Sites which include outsourcing within the scope of their RSPO Supply Chain certificate shall ensure the following:	No outsource activity at Besout POM.	N/A
	a. The site has legal ownership of all input material to be included in outsourced processes;		
	b. The site 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 site to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary.	No outsource activity at Besout POM.	N/A
	c. The site has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.	No outsource activity at Besout POM.	N/A
	d. The site seeking or holding certification 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 any and all information, when this is announced in advance.	No outsource activity at Besout POM.	N/A
5.5.3	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	No outsource activity at Besout POM.	N/A
5.5.4	The site shall at its next audit inform its CB of the names and contact details of any new contractor used for the processing or physical handling of RSPO certified oil palm products.	No outsource activity at Besout POM.	N/A

5.6. Sales and goods out			
5.6.1	<p>The supplying site shall ensure that the following minimum information for RSPO certified products is made available in document form.</p> <ul style="list-style-type: none"> • The name and address of the buyer; • The name and address of the seller; • The loading or shipment/ delivery date; • The date on which the documents were issued; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations); • The quantity of the products delivered; • Any related transport documentation; • Supply chain certificate number of the seller; • A unique identification number 	<p><u>Palm Kernel</u> Sampled contract no. 21506994</p> <ul style="list-style-type: none"> • Buyer: name and address were stated in sales contract (<i>but not disclosed in this report</i>) • Seller: FPI Kilang Sawit Besout • Delivery order: L00001296 • Cargo weight: 39.89 mt • Commodity: Palm Kernel certified 100% • Certificate number: RSPO 682927 • Unique identification number: same as DO no. 	Yes
	<ul style="list-style-type: none"> • 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>The information was available in various documents as mentioned above.</p>	Yes
	<ul style="list-style-type: none"> • For sites that are required to announce and confirm trades in the RSPO IT platform, this shall include making Shipping Announcements / Announcements and Confirmations on the RSPO IT platform per shipment or group of shipments. Refer to section 5.7.1 of this document for further guidance. 	<p>Based on PalmTrace transaction report, there were only 10 shipping announcement of CSPK made since the last assessment.</p>	Yes
5.7. Registration of transactions			

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.7.1	<p>Supply chain actors who:</p> <ul style="list-style-type: none"> • Are mills, traders, crushers and refineries and; • Take legal ownership and/or physically handle RSPO Certified Sustainable oil palm products that are available in the yield scheme of the RSPO IT Platform (Figure 2 and 3, Refer Annex 1) shall register their transaction in the RSPO IT platform and confirm upon receipt where applicable. 	<p>The registration of Palm Trace is carried out by the FGVPM Logistic Department, HQ. All transaction will be registered in the PalmTrace.</p>	<p>Yes</p>
5.7.2	<p>The involved supply chain actors mentioned in 5.7.1 shall do the following actions in the RSPO IT Platform:</p> <ul style="list-style-type: none"> • Shipping Announcement / Announcement: When RSPO certified volume is sold as certified, the volumes of products that are in the yield scheme (Figure 2 and 3, refer Annex 1) shall be registered as a Shipping Announcement / Announcement in the RSPO IT Platform. The declaration time to do Shipping announcement / Announcement is based on members' own standard operating procedures. 	<p>Based on the announcement summary, all the registrations were found to be in order.</p>	<p>Yes</p>
	<ul style="list-style-type: none"> • Trace: When RSPO certified volumes are sold as RSPO certified to actors in the supply chain beyond the refinery, the volume shall be traced at least annually. Tracing triggers the generation of a trace document with a unique traceability number. Tracing can be done in a consolidated way at least annually. 	<p>Not applicable. Products are not sold beyond refinery.</p>	<p>Yes</p>
	<ul style="list-style-type: none"> • Remove: RSPO certified volumes sold under other scheme or as conventional, or in case of underproduction, loss or damage shall be removed. 	<p>Based on the MB accounting, the removal of volumes was done correctly when the products were sold as conventional.</p>	<p>Yes</p>
	<ul style="list-style-type: none"> • Confirm: Acknowledge the purchase of RSPO certified volume by confirming Shipping Announcements / Announcements. 	<p>Based on the announcement summary, all the confirmations were found to be in order.</p>	<p>Yes</p>

5.8. Training			
5.8.1	The organization shall have a training plan on RSPO Supply Chain Standards requirements, which is subject to on-going review and is supported by records of the training provided to staff.	Training plan for 2019 were available for verification which training for RSPO Supply Chain has been included.	Yes
5.8.2	Appropriate training shall be provided by the organization for personnel carrying out the tasks critical to the effective implementation of the supply chain certification standard requirements. Training shall be specific and relevant to the task(s) performed.	Relevant personnel to supply chain implementation as defined by the CU are the personnel that involve in supply chain implementation such as mill manager, assistant managers, clerk, FFB grader, lab supervisor & assistant, weighbridge operators. The last training on RSPO Supply Chain was conducted on 26/11/2018 by CDD personnel from HQ.	Yes
5.9. Record Keeping			
5.9.1	The organization shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification Standard requirements.	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.	Yes
5.9.2	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	As spelt out in its supply chain procedure, Clause 5.4, records are to be maintained minimum of two years.	Yes
5.9.3	The organization shall be able to provide the estimate volume of palm oil/palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up to date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months.	Not applicable. The product of the facility is containing 100% palm oil.	Yes
5.10. Conversion factors			

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.10.1	Where applicable a conversion rate shall be applied to provide a reliable estimate for the amount of certified output available from the associated inputs. Organizations may determine and set their own conversion rates which shall be based upon past experience, documented and applied consistently. Guidance on conversion rates is published on the RSPO website (www.rspo.org); RSPO Rules for Physical Transition of Oleo-chemicals and its Derivatives. This is relevant for derivatives of Palm Oil and Palm Kernel Oil, as used in the oleo-chemical and personal care industries.	Conversion factor of CPO and PK production is depending on the actual OER and KER. Last year’s average of extractions from January 2018 to December 2018 were 19.47% (OER) & 5.41% (KER).	N/A
5.10.2	Conversion rates shall be periodically updated to ensure accuracy against actual performance or industry average if appropriate.	The facility is using the actual extraction rate and therefore updating of conversion rates is not necessary.	N/A
5.11. Claims			
5.11.1	The site shall only make claims regarding the use of or support of RSPO certified oil palm products that are in compliance with the RSPO Rules on Market Communications and Claims.	Not in use.	N/A
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an ‘off-product’ claim.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes
4.2	In corporate communications a member is allowed to: a. display its RSPO membership status b. display the RSPO web address (www.rspo.org) c. state that the member supports the work of the RSPO d. state the member’s history with regard to the RSPO.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

	e. Use the RSPO trademark to promote its membership of the RSPO. Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	RSPO corporate logo was not used.	Yes
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	Yes

<p>5.3</p>	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>A. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>B. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>Not applicable as RSPO trademark was not used and no corporate communication claim was made.</p>	<p>N/A</p>
<p>5.4</p>	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>Not applicable as RSPO trademark was not used and no corporate communication claim was made.</p>	<p>N/A</p>
<p>Business to consumer communication</p>			

RSPO Public Summary Report
Revision 7 (Aug /2018)

6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.5	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.</p>		
<p>MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES</p>			
<p>Certified oil palm content (IP)</p>			
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.</p>	<p>Not applicable</p>	<p>N/A</p>
<p>Labelling and trademark (IP)</p>			

	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> a. RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. 	<p>Not applicable</p>	<p>N/A</p>
Messaging (IP)			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm 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 to stringent environmental and social criteria. www.rspo.org 	<p>Not applicable</p>	<p>N/A</p>

	<ul style="list-style-type: none"> References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. 	Not applicable as RSPO trademark was not used and no corporate communication claim was made.	N/A

	<ul style="list-style-type: none"> The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed. 	<p>Not applicable as RSPO trademark was not used and no corporate communication claim was made.</p>	<p>N/A</p>
	<p>Messaging NOT ALLOWED in storytelling in product-related communications:</p>	<p>Not applicable as RSPO trademark was not used and no corporate communication claim was made.</p>	<p>N/A</p>

	<ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
MODULE C – PARTIAL PRODUCT CLAIMS			
	<p>To increase awareness among consumers of the availability of sustainable oil palm products and to help accelerate the uptake, it is permissible to make a claim on product when the percentage of the oil palm content is less than 95% certified, but only when the following conditions have been met:</p> <ul style="list-style-type: none"> The member making the claim is the end product manufacturer, is an RSPO member and is certified against the RSPO SCCS or is an RSPO retailer member authorized to use the trademark by the RSPO. At least 50% of the oil palm content has been supplied through an RSPO certified supply chain as IP, SG or MB. The remainder of the oil palm content that is not RSPO-certified is covered by the purchase of RSPO Credits to an equivalent volume. The product-specific claim is limited to only the following phrase: 'This product contributes to the production of certified sustainable palm oil'. The use of the RSPO label with this claim is mandatory and must include the tag '50% MIXED'. No other percentage is allowable within this claim. 	Not applicable	N/A
MODULE D – COMBINED SUPPLY CHAIN MODELS SPECIFIC RULES			
	<p>Where a mixture of inputs supplied through different RSPO supply chain models are present in a product, the following applies:</p>	Not applicable	N/A

RSPO Public Summary Report
Revision 7 (Aug /2018)

	75% IP + 20% SG => 95% SG claim is made 65% SG + 30% MB => 95% MB claim is made 55% MB + 40% B&C => 95% partial product claim can be made 45% SG + 55% B&C < 50% B&C claim can be made		
	Where one supply chain model accounts for 95% of the oil palm content, the claim for this specific model may be made: 95% IP + 5% MB => 95% IP IP claim can be made 95% SG + 5% MB => 95% SG SG claim can be made 95% MB + 5% C => 95% MB MB claim can be made	Not applicable	N/A
5.12. Complaints			
5.12.1	The organization shall have in place and maintain documented procedures for collecting and resolving stakeholder complaints.	Addressed in SOP for Mill RSPO SCC, FGVPM-RSPO SCC, issue:3 rev:3 dated 11/6/2018 and complaints cross reference to " <i>Prosedur Menangani Aduan dan Rungutan</i> " (Procedure to Handle Complaints and Grievance). There has been no complaint regarding supply chain from any stakeholders so far ever since the last assessment.	Yes
5.13. Management Review			
5.13.1	The organization is required to hold management reviews annually at planned intervals appropriate to the scale and nature of the activities undertaken	Management review was last conducted on 20/12/2018. It was chaired by Mill Manager and attended by 5 mill staff which include AMs, weighbridge clerk, lab supervisor and mill supervisors.	Yes
5.13.2	The input to management review shall include information on: <ul style="list-style-type: none"> • Results of internal audits covering RSPO Supply Chain Certification Standard. • Customer feedback. • Status of preventive and corrective actions. • Follow-up actions from management reviews. 	Based on the minutes of meeting, the following agendas were adequately recorded: <ul style="list-style-type: none"> • Results of internal audits covering RSPO Supply Chain Certification Standard (item 2) • Customer feedback (item 3) • Status of preventive and corrective actions 	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<ul style="list-style-type: none"> Changes that could affect the management system. Recommendations for improvement. 	<ul style="list-style-type: none"> Follow-up actions from management reviews Changes that could affect the management system Recommendations for improvement (item 5) 	
5.13.3	<p>The output from the management review shall include any decisions and actions related to:</p> <ul style="list-style-type: none"> Improvement of the effectiveness of the management system and its processes Resource needs. 	<p>Discussion about the improvement of the effectiveness of the management system and its processes, and any resource needs were found to be included in the meeting minute.</p>	Yes

Appendix E: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)

Requirements	Evidence For any N/A raised, justification is required.	Compliance (Yes / No or N/A)
E.1 Definition		
E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	Besout POM received from onw certification unit and noncertified FFB supplier. Besout will be certify with SC Module E: Mass Balance. 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.	Yes
E.2 Explanation		
E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim). Felda Global Ventures Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016.</p> <p>Company has registered in PalmTrace system as follows: Members ID – FPISB Kilang Sawit Besout: (RSPO_PO1000001892) Member category: Oil Mill</p>	<p>Yes</p>
<p>E.3 Documented procedures</p>		
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard.</p>	<p>Standard Operating Procedure for Mill RSPO SCC [FGVPM-RSPO SCC, issue 3, rev. 2, 1/12/2017] has been developed based on the RSPO SCCS July 2017. The mill manager has the responsibility to ensure implementation assisted by the on-site compliance executive.</p> <p>The mill manager is the appointed person to have overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements [ref. FGVPM-RSPO SCC, page 4, Management Functions & Job Description].</p>	<p>Yes</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBS.</p>	<p>The receiving and processing certified and non-certified FFBS procedure is addressed in the same procedure mentioned in E.3.1.</p>	<p>Yes</p>
<p>E.4 Purchasing and goods in</p>		
<p>E.4.1 The site shall verify and document the volumes of certified and non-certified FFBS received.</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</p>	<p>Yes</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

	number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket number.	
E.4.2 The site shall inform the CB immediately if there is a projected overproduction.	There was no projection overproduction. Nonetheless, based on interview with the staff, the facility is aware of this procedure.	Yes
E.5 Record keeping		
E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis. (b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)	Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly. Based on verification of MB accounting which the mill opt for three-monthly basis recording, it was found that the certified CPO was always delivered from positive stock.	Yes
E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement	Not applicable. The mill does not have outsource activity with regards to KCP.	NA

Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
1	Feb 18	0	17143.32	17143.32
2	Mar 18	0	13525.76	13525.76
3	Apr 18	0	14821.87	14821.87
4	May 18	2908.19	11941.13	14849.32
5	Jun 18	2630.52	12713.82	15344.34
6	Jul 18	3015.55	10957.94	13973.49
7	Aug 18	3077.57	13247.54	16325.11
8	Sep 18	3841.48	12643.25	16484.73
9	Oct 18	3490.76	15714.37	19205.13
10	Nov 18	2991.18	15072.15	18063.33
11	Dec 18	2970.71	12000.03	14970.74
12	Jan 19	2832.69	11694.55	14527.24
Total		27758.65	161475.73	189234.38
Note:				

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Feb 18	0	0
2	Mar 18	0	0
3	Apr 18	0	0
4	May 18	566.22	157.33
5	Jun 18	512.16	142.31
6	Jul 18	587.13	163.14
7	Aug 18	599.20	166.50
8	Sep 18	747.94	207.82
9	Oct 18	679.65	188.85
10	Nov 18	582.38	161.82
11	Dec 18	578.40	160.72

RSPO Public Summary Report
Revision 7 (Aug /2018)

12	Jan 19	551.52	153.25
Total		5404.6	1501.74
Note:			

C. Records of Certified CPO & PK Sold under PalmTrace to Buyers since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	Buyer 1	TR-e03783ec-258d	-	166.33
2	Buyer 1	TR-90ae5d6b-3d12	-	162.67
3	Buyer 1	TR-ac8448d6-7506	-	162.68
4	Buyer 1	TR-f4816600-a1f2	-	205.80
5	Buyer 1	TR-fd5e703d-2b70	-	203.64
6	Buyer 1	TR-a4905315-bd0d	-	320.08
Total			-	1221.2
Note:				

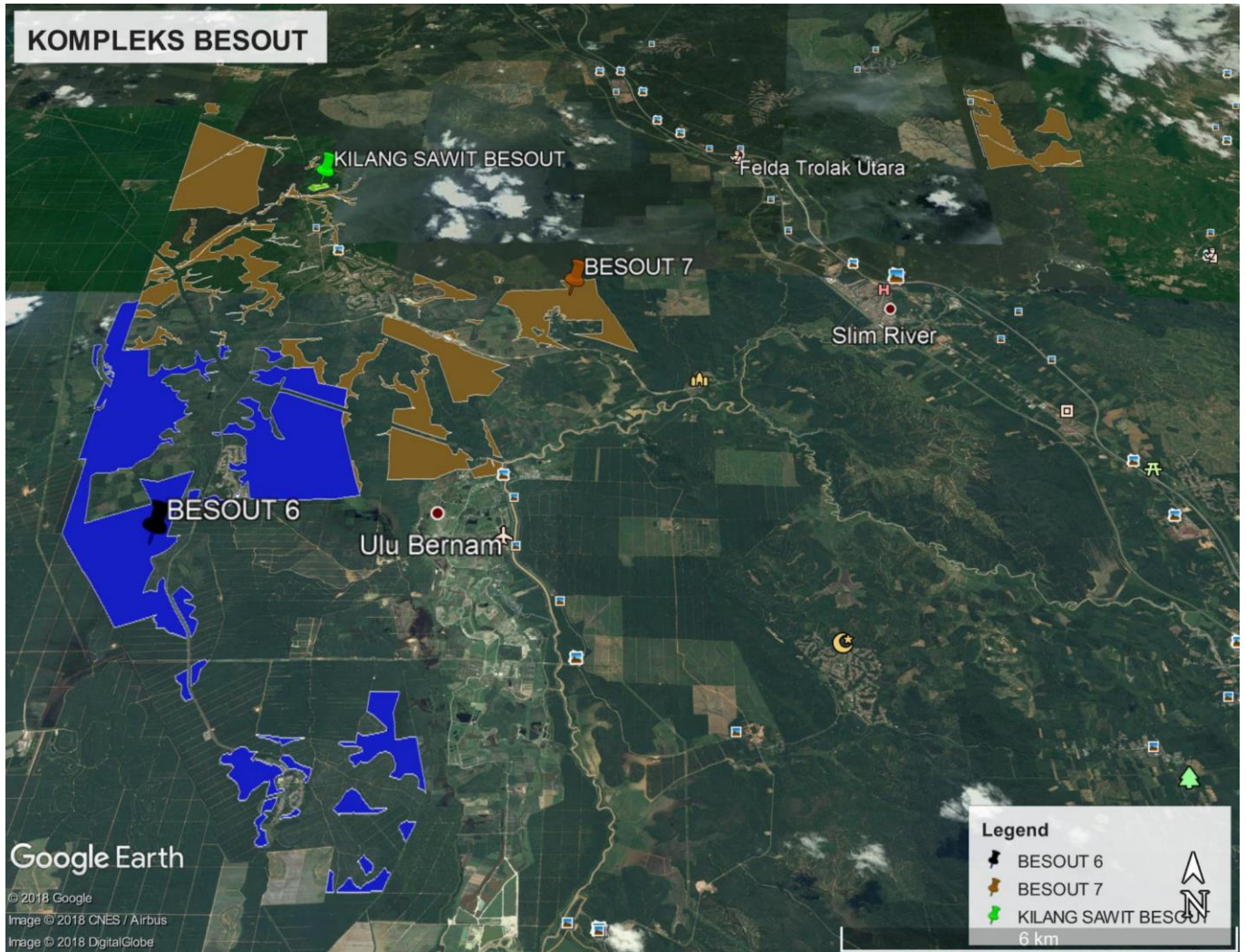
D. Records of CPO & PK Sold under other schemes to Buyers since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
Nil				
Total				-
Note:				

E. Records of CPO & PK Sold as conventional to Buyers since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	Buyer 2	16509.15	
2	Buyer 3	6602.42	
3	Buyer 4	906.57	
4	Buyer 5	277.68	
5	Buyer 6		6327.26
Total		24295.82	6327.26
Note:			

RSP0 Public Summary Report
Revision 7 (Aug /2018)

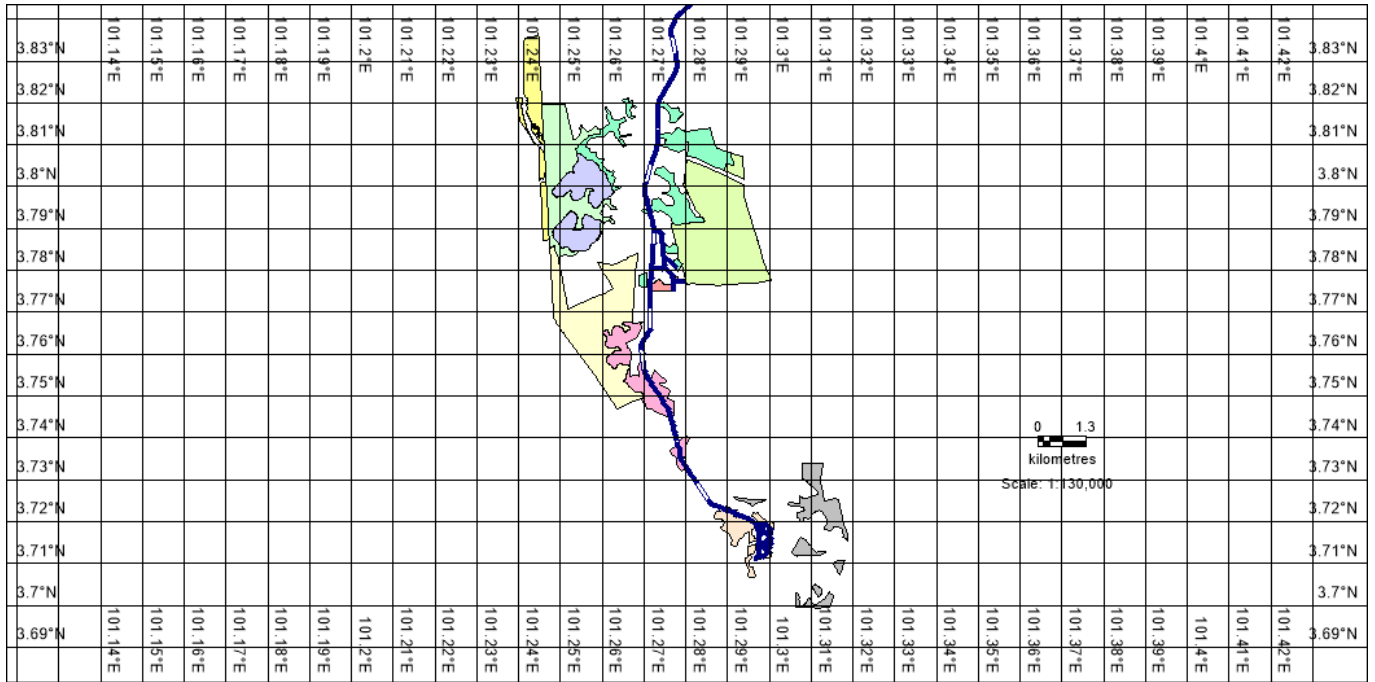
F. Records of Certified CPO Sold under RSP0 Credits to Buyers since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSP0 Credits of Certified CPO Sold (mt)
Nil			
Total			
Note:			

Appendix F: Location Map of Besout Palm Oil Mill Certification Unit and Supply bases

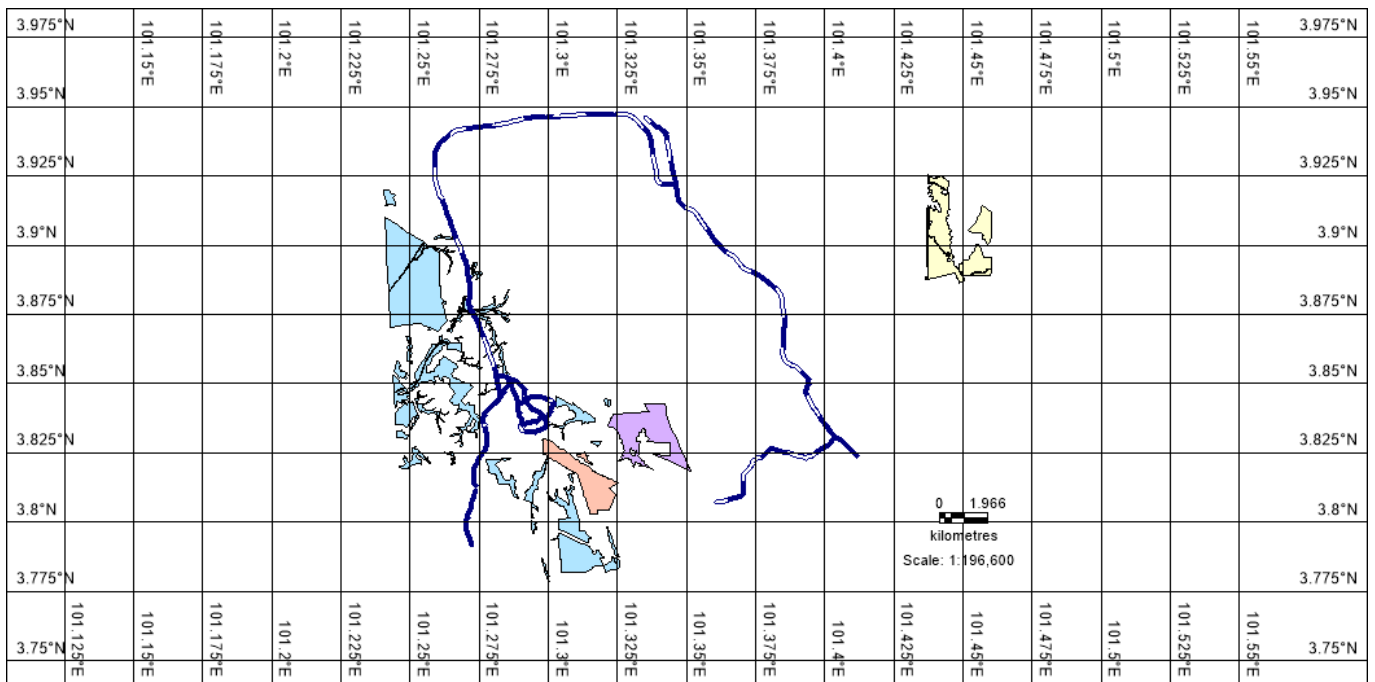


Appendix G : FGV Besout 07 & Besout 06 Estate Field Map

Besout 6 Estate



Besout 7 Estate



Appendix H: List of Smallholder Sampled

Not applicable

Appendix I: 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
FASSB	Felda Agricultural Services Sdn Bhd
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
FPISB	Felda Plantation Industrial Sdn Bhd
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
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