

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (1_4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company name (Parent Company): IOI Corporation Berhad
Client company Address: IOI City Tower 2, Lebuhr IRC, IOI Resort City 62502 Putrajaya, Malaysia
Certification Unit: Ladang Sabah Sdn Bhd- Ladang Sabah Palm Oil Mill
Location of Certification Unit: Mile 45, Sandakan/ Telupid Road, WDT 164, 90009 Sandakan, Sabah, Malaysia
Date of Final Report: 10/04/2022

TABLE of CONTENTS

Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	5
6. Plantings & Cycle.....	5
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	6
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	6
10. Summary of Certified Tonnage (not applicable for ISS)	7
11. Summary of Actual Volume sold	8
12. Independent Smallholders Certified Tonnage / Volume	9
13. Independent Smallholders Actual Sold Tonnage / Volume	9
Section 2: Assessment Process	10
2.1 Assessment Methodology, Programme, Site Visits.....	10
2.2 BSI Assessment Team	11
1.3 Assessment Plan.....	13
Section 3: Assessment Findings	16
3.1 Multiple Management Units and Time Bound Plan.....	16
3.2 Progress of scheme smallholders and/or outgrowers.....	18
3.3 Details of Nonconformities	34
3.3.1 Status of Nonconformities Previously Identified and Observations.....	37
3.3.2 Summary of the Nonconformities and Status	43
3.4 Stakeholders and previous land owner / user consultation.....	44
3.5 Impartiality and conflict of interest	46
Formal Signing-off of Assessment Conclusion and Recommendation	46
Appendix A: Summary of Findings	47
Appendix B: GHG Reporting Executive Summary	142
Appendix C: Location Map of Certification Unit and Supply bases.....	144
Appendix D: Estate Field Map.....	145
Appendix E: List of Smallholder Registered and sampled.....	154
Appendix F: List of Abbreviations	155

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	IOI Corporation Berhad		
RSPO Membership Number	2-0002-04-000-00	Membership Approval Date	17/05/2004
Address	IOI City Tower 2, Labuh IRC, IOI Resort City, 62502 Putrajaya, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Ladang Sabah Sdn Bhd- Ladang Sabah Palm Oil Mill		
Location / Address	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah, Malaysia.		
Website	www.ioigroup.com		
Management Representative	Mr. William Siow Sr. Sustainability Manager, Plantation Division, IOI HQ	E-mail	william.siow@ioigroup.com
Telephone	+603-8947 6755 (IOI HQ)	Facsimile	+603-89432266 (Head Office)

2. Certification Information			
Certificate Number	RSPO 687135	Certificate Start Date	03/04/2018
Date of First Certification	03/04/2013	Certificate Expiry Date	02/04/2023
Scope of Certification	Production of Palm oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> - Determination of the conformity of the client’s management system, or parts of it, with criteria. - Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	90
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert_ID218-20210134	ISCC EU	PT Intertek Utama Services	10/08/2022
MSPO 723824	MSPO 2530-3:2013 Part 3: General Principles for Oil Palm Plantations & Organised Smallholders	BSI Services Malaysia Sdn. Bhd.	19/06/2023
MSPO 723823	MSPO 2530-4:2013 Part 4: General Principles for Palm Oil Mills	BSI Services Malaysia Sdn. Bhd.	19/06/2023
MSPO 712340	MSPO Supply Chain Certification Standard	BSI Services Malaysia Sdn. Bhd.	29/05/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Ladang Sabah Palm Oil Mill	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°43'47.96" N	117°34'39.90" E
Bimbingan 1 Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°37'16.55" N	117°26'45.30" E
Bimbingan 2 Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°37'10.63" N	117°25'22.59" E
Labuk Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°40'13.35"N	117°29'55.92"E
Laukin Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°46'42.49" N	117°31'56.76" E
Luangmanis Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°45'47.98" N	117°36'22.93" E
Moynod Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°44'26.94" N	117°33'37.38" E
Terusan Baru Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°45'53.37" N	117°36'37.14" E
Sungai Sapi Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	05°48'27.13" N	117°31'1.21" E

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Bimbingan 1 Estate	1,716	0	221.39	1,937.39	88.31
Bimbingan 2 Estate	1,727	0	228.61	1,955.61	88.31
Labuk Estate	2,320	70.71	277.79	2,668.50	86.94
Moynod Estate	2,677	0	366.71	3,043.71	87.95
Luangmanis Estate	2,439	0	274.29	2,713.29	89.89
Terusan Baru Estate	2,179	60.95	263.58	2,503.53	87.04
Laukin Estate	1,893	0	235	2,128.00	88.96
Sungai Sapi Estate	1,204	33.72	61.58	1,299.30	92.67
Total	16,155.00	165.38	1,928.95	18,249.33	88.50

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Bimbingan 1 Estate	976	479		261		740	976
Bimbingan 2 Estate	1,400	54		273		327	1,400
Labuk Estate	258	149	1,913			2,062	258
Moynod Estate	687	365		1,625		1,990	687
Luangmanis Estate	516	370			1,553	1,923	516
Terusan Baru Estate	346	1074	156		603	1,833	346
Laukin Estate	549			1,344		1,344	549
Sungai Sapi Estate	354			735	115	850	354
Total (ha)	5,086	2,437	2,069	4,238	2,271	11,064	5,086

7. Summary of Certified Tonnage of FFB (Own Certified Scope)			
Estate / Smallholders	Tonnage / year		
	Estimated last year (Apr 21-Mar 22)	Actual (March 2021 – Dec 2021)	
		Forecast (Apr 22-March 23)	
		<i>Previous license period</i>	<i>Current license period</i>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		(Mar 2021)	(Apr-Dec 2021)	
Bimbingan 1 Estate	10,670	864.68	8,786.23	14,006
Bimbingan 2 Estate	17,490	777.53	5,103.84	3,058
Labuk Estate	52,282	2,533.07	40,733.92	58,753
Moynod Estate	47,549	2,612.85	30,487.94	48,237
Luangmanis Estate	38,163	2,381.72	26,604.54	36,727
Terusan Baru Estate	37,080	2,354.76	33,512.07	44,725
Laukin Estate	28,416	1,731.32	21,179.64	23,509
Sungai Sapi Estate	18,464	1,131.99	14,358.56	17,523
Total	250,114		195,154.66	246,538

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

Estate / Smallholders	Tonnage / year			
	Estimated last year (Apr 21-Mar 22)	Actual (March 2021 – Dec 2021)		Forecast (Apr 22-March 23)
		Previous license period (Mar 2021)	Current license period (Apr-Dec 2021)	
Linbar 1 Estate			2,388.97	
Linbar 2 Estate			1,442.77	
Sakilan Estate			0	
Total			3,831.74	

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)

Out growers / smallholders	Tonnage / year			
	Estimated last year (Apr 21-Mar 22)	Actual (March 2021 – Dec 2021)		Forecast (Apr 22-March 23)
		Previous license period (Mar 2021)	Current license period (Apr-Dec 2021)	
Nil				
Total				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Mar 2021	14,387.92	0	14,387.92
2	Apr 2021	16,823.80	0	16,823.80
3	May 2021	19,975.34	0	19,975.34
4	June 2021	21,221.89	0	21,221.89
5	July 2021	19,759.17	0	19,759.17
6	Aug 2021	19,844.48	0	19,844.48
7	Sept 2021	25,766.80	0	25,766.80
8	Oct 2021	21,575.67	0	21,575.67
9	Nov 2021	21,374.74	0	21,374.74
10	Dec 2021	18,256.59	0	18,256.59
TOTAL		198,986.40	0	198,986.40

10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (Apr 21-Mar 22)	Actual (March 2021 – Dec 2021)		Forecast (Apr 22-March 23)
FFB	FFB		FFB
	<i>Previous license period (Mar 2021)</i>	<i>Current license period (Apr-Dec 2021)</i>	
250,114 mt	14,387.92 mt	184,598.48 mt	246,538 mt
	198,986.40 mt		
CPO (OER: 21.00 %)	CPO (OER: 20.43 %)		CPO (OER: 21.00%)
52,524 mt	2,926.82 mt	38,108.60 mt	51,773 mt
	41,035.42 mt		
PK (KER: 5.5 %)	PK (KER: 5.10 %)		PK (KER: 5.5%)
13,919 mt	700.08 mt	9,441.25 mt	13,560 mt
	10,141.33 mt		

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Mar 2021	2,926.815	700.087
2	Apr 2021	3,514.441	827.104
3	May 2021	4,051.941	1,028.241

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

4	June 2021	4,284.887	1,068.420
5	July 2021	3,953.762	982.646
6	Aug 2021	4,090.157	1,015.31
7	Sept 2021	5,478.675	1,352.83
8	Oct 2021	4,640.461	1,121.97
9	Nov 2021	4,397.153	1,098.62
10	Dec 2021	3,697.125	946.10
TOTAL		41,035.42	10,141.33

11. Summary of Actual Volume sold

Current License period (Apr-Dec 2021)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	33,379.02	-	-	373.31	33,752.33
PK (MT)	8,561.50	-	-	-	8,561.50
Credits	-	-	-	-	-

Previous License period (Mar 2021)

CPO (MT)	2,100.96	-	-	-	2,100.96
PK (MT)	680.57	-	-	-	680.57
Credits	-	-	-	-	-

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)

No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	IOI Commodity Trading Sdn Bhd	RSPO_PO1000003601	35,479.98	9,242.07
TOTAL			35,479.98	9,242.07

11B. Records of CPO & PK Sold under other schemes since the last audit (if any)

No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
1	N/A			-
TOTAL				-

11C. Records of CPO & PK Sold as conventional since the last audit (if any)

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	Company A	373.31	N/A
TOTAL		373.31	

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
	N/A	N/A	N/A
TOTAL			N/A

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

13. Independent Smallholders Actual Sold Tonnage / Volume						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (April – Dec 2021)						
Credits				Nil	Nil	Nil
Physical	Nil	Nil	Nil			

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **24-27/1/2021**. The audit programme is included as Section 2.3.

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

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

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

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

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

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

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

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

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 (RC2)	Year 2 (ASA 2_1)	Year 3 (ASA 2_2)	Year 4 (ASA 2_3)	Year 5 (ASA 2_4)
Ladang Sabah POM	√	√	√	√	√
Bimbingan 1 Estate			√		√
Bimbingan 2 Estate			√		
Labuk Estate	√		√		
Moynod Estate	√			√	
Luangmanis Estate		√		√	
Terusan Baru Estate		√			√
Laukin Estate		√			√
Sungai Sapi Estate	√			√	

Tentative Date of Next Visit: January 2, 2023 - January 6, 2023

Total Number of Mandays: 12

2.2 BSI Assessment Team

Name	Role	Competency
Muhamad Naqiuddin Mazeli (MNM)	Team Leader	<p>Education: Bachelor Science Horticulture, UPM</p> <p>Work Experience: 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, he managed, implement and monitors the RSPO, ISCC, MSPO and ISO9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO, MSPO and other certifications where applicable to the operations during previous company.</p> <p>Training attended: ISO 9001: 2015 LA Training(2019), ISO 14001: 2015 LA Training (2018), ISO 45001: 2018 LA Training (2018), HCV & HCS Training (2019), RSPO P&C LA Training(2018), MSPO LA Training (2018), SMETA Training (2021), RSPO SCCS LA (2018), SCCS Refresher Training (2019).</p> <p>Aspect covered in this audit:</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, RSPO supply chain and HCV.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</p>
Nicholas Cheong (NC)	Team Member	<p>Education: Master of Environmental Management from the University Putra Malaysia and Bachelor of Science (Food Science) from Charles Sturt University Australia</p> <p>Work Experience: He has more than 7 years of working experience in sustainability auditing for palm oil industry and hydropower plant. He is also an expert in Greenhouse Gas emissions accounting. He has also 2 years of working experience in wastewater treatment and operations. In his previous certification body, he was a Lead Assessor for Clean Development Mechanism, World Commission of Dam and ISCC. He had been involved in Sustainable Palm Oil auditing for more than 5 years.</p> <p>Training attended: He has completed the ISO9001, ISO14001, RSPO P&C Lead Auditor course, RSPO Supply Chain Lead Auditor Course, RBA Labor & Ethic Lead Auditor Course and MSPO Awareness Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, social and stakeholder engagement.</p> <p>Language proficiency: Able to communicate in Bahasa Malaysia and English.</p>
Nor Halis Abu Zar (NHA)	Team Member	<p>Education: Bachelor of Science, Plantation Technology and Management, graduated from Universiti Teknologi Mara in 2012.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS2530:2013 and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course in January 2019, MSPO 2530:2013 Lead Auditor Course in February 2019, Endorsed RSPO Lead Auditor Course in October 2020, CQI and IRCA Certified ISO 45001 Lead Auditor Course in June 2021, ISO 9001:2015 Lead Auditor Course in April 2019, MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, legal requirements, Safety and Health</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		Language proficiency: Fluent in Bahasa Malaysia and English Language.
--	--	---

Accompanying Persons:

Name	Role
Nil	

1.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Subjects	(MNM)	(NC)	(NHA)
Sunday, 23/01/2022		Travelling from Kuala Lumpur to Sandakan	√	√	√
Monday, 24/01/2022 Laukin Estate	0900 - 0930	Opening Meeting: • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan	√	√	√
	1030 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
		Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1630 - 1700	Interim closing	√	√	√

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Date	Time	Subjects	(MNM)	(NC)	(NHA)
Tuesday, 25/01/2022 Ladang Sabah POM	09.00 - 1230	Ladang Sabah 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.	√	√	√
		Stakeholder consultations: <ul style="list-style-type: none"> • Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc. 		√	
	1230 - 1330	Lunch break	√	√	√
	1330 - 1630	Visit to laboratory, weighbridge and palm product storage area. <ul style="list-style-type: none"> • Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc. 	√	√	√
		Assessment and documentation review on: <ul style="list-style-type: none"> • Social aspects, legal requirements, employees' welfare and stakeholder management 		√	
	1630 – 1700	Closing Meeting	√	√	√
Wednesday, 26/01/2022 Bimbingan 1 Estate	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
		Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Date	Time	Subjects	(MNM)	(NC)	(NHA)
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1630 - 1700	Interim closing	√	√	√
Thursday, 27/01/2022	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
Terusan Baru Estate		Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√
	1330 - 1600	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1600 - 1630	Audit team discussion & preparation for closing meeting	√	√	√
	1630-1700	Closing meeting for RSPO P&C	√	√	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. Please refer to IOI Time Bound Plan updated as of 31 st December 2021.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	The certification was still in progress and target was on year 2023 as per time bound plan. Please refer to IOI Time Bound Plan updated as of 31 st December 2021 and IOI ACOP 2020 under Time Bound Plan which was submitted to RSPO.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	No new acquisition.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No deviation from the period	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	There has been no any changes to the time bound plan since the last audit. Please refer to IOI Time Bound Plan updated as of 31 st December 2021 and this is consistent to IOI ACOP 2020 under Time Bound Plan section (page 10) which was submitted to RSPO.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No. Please refer to IOI Time Bound Plan updated as of 31 st December 2021.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No. Please refer to IOI Time Bound Plan updated as of 31 st December 2021.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	No replacement after dates defined in RSPO P & C MYNI 2019	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	IOI concession in Indonesia PT. KPAM had undergo the NPP process prior to any new planting. Please refer to IOI latest Time Bound Plan updated as of 31 st December 2021.	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>IOI Group - PT. Kalimantan Prima Agro Mandiri New Planting Procedures Public Consultations • 13 April 2018</p> <p>IOI Group - PT. Kalimantan Prima Agro Mandiri has proposed new planting area located in the Sukaramai Village, Kendawangan and Manis Mata Subdistrict, Ketapang Regency, West Kalimantan Province, Indonesia.</p> <p>This is the summary report of IOI Group - PT. Kalimantan Prima Agro Mandiri New Planting Assessment is now open for public comments for 30 days as required by the RSPO New Planting Procedures (NPP).</p> <p>COMPLETE COMMENTS: NO</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Settlement on the dispute over land ownership in Tinjar Long Lapok is still in progress through the engagement programme. Please refer to IOI latest Time Bound Plan updated as of 31st December 2021.</p> <p>Only 1 (one) management unit identified with potential liability and require concept note and remediation plan as reported in case tracker.</p> <p>Further information on the current progress is currently available in IOI Corporation Berhad's Website: https://www.ioigroup.com/Content/S/S_Progress</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>No labour dispute reported as per verification.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>No legal non-compliance reported and found during the onsite audit.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes. As per below:- PT. BSS, PT. SKS & PT. BNS internal audit conducted on 3-13/3/2021 by sustainability team.</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>No non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Yes refer as per indicator 1.1.4 for details</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	Not Applicable	Complied

Approved Time Bound Plan

Details of Time Bound Plan as submitted by IOI Plantation Services Sdn Bhd (31st DECEMBER 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
1.	Pamol (Sabah) POM, Sabah	Meliau, Nangoh, Rungus, Tindakon, Ulu, Sugut & Bayok	May 2008	Re-Certified in November 2016	Recertification audit : 30% remote audit done in Aug'21. Pending for follow-up onsite audit.	No outstanding issues
2.	Sakilan POM	Sakilan, Linbar 1 and Linbar 2	Nov 2008	Re-Certified in Mar 2020	ASA-02: audit completed in November 2021	No outstanding issues
3.	Pamol Kluang POM	Pamol Timur, Pamol Barat, Mamor, Unijaya, Kahang and Swee Lam	Mar 2009	Re-Certified in Apr 2020	ASA-02 audit completed in November 2021	No outstanding issues
4.	Gomali POM	Gomali, Paya Lang, Bahau, Bertam, Bukit Dinding, Kuala Jelai, Tambang, Regent, Sagil, and Jasin Lalang	Aug 2009	Re-Certified in Oct 2020	ASA-01 audit completed in July 2021	No outstanding issues
5.	Baturong POM	Baturong 1, Baturong 2, Baturong 3 and Cantawan	Sept 2009	Re-Certified in Oct 2020	ASA-01: 30% remote audit done in July'21. 70% onsite audit	No outstanding issues

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
					completed in November 2021.	
6.	Bukit Leelau POM	Bukit Leelau, Detas, Merchong, Mekassar, Leepang A and Laukin A	Apr 2010	Re-Certified in Nov 2015	ASA-01: completed in September 2021	No outstanding issues
7.	Mayvin POM	Mayvin 1, Mayvin 2, Mayvin 5, Mayvin 6 and Tangkulap	Aug 2010	Re-Certified in Dec 2015	ASA-01: 30% remote audit done in Oct'21. Pending for follow-up onsite audit.	No outstanding issues
8.	Pukin POM, Pahang	Pukin, Shahzan 1, Shahzan 2, Segamat and Bukit Serampang	Dec 2010	Re-certified in June 2016	Recertification audit completed in March 2021	No outstanding issues
9.	Leepang (Sabah) POM	Morisem 5, Leepang 1, Leepang 5, Permodalan 1, Permodalan 2, Permodalan 3, and Permodalan 4	Aug 2012	Re-certified in December 2018	ASA-03: 30% remote audit done in Aug'21. 70% onsite audit completed in November 2021.	No outstanding issues.
10.	Syarimo POM	Syarimo 1, Syarimo 2, Syarimo 3, Syarimo 4, Syarimo 5, Syarimo 6, Syarimo 7, Syarimo 8 and Syarimo 9	Sept 2012	Re-certified in Mar 2018	ASA-03: 30 % remote audit conducted in January 2021. 70% onsite audit completed in April 2021.	No outstanding issues

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
11.	Ladang Sabah POM	Moynod, Luangmanis, Terusan Baru, Sungai Sapi, Laukin, Labuk, Bimbingan 1, and Bimbingan 2	Oct 2012	Re-certified in July 2018	ASA-03: 30 % remote audit conducted in February 2021. 70% onsite audit completed in March 2021.	No outstanding issues
12.	Morisem POM, Sabah	Morisem 1, Morisem 2, Morisem 3, Morisem 4, Leepang 2, Leepang 3, and Leepang 4	Sept 2013	Re-certified in December 2018	ASA-03: audit completed in November 2021	No outstanding issues
13.	Unico POM-1, Sabah	Unico 6, Ladang Asas (Tas & Halusah), 31 (Outgrowers & Smallholders)	Planned - 2018	Certified in July 2018	ASA-03 audit completed in April 2021.	No outstanding issues Outgrowers and Smallholders are not part of the certified area
14.	Unico Desa POM-2, Sabah	Unico 1, Unico 2, Unico 3, Unico 4, Unico 5 and 17 (Outgrowers & Smallholders)	Dec 2017	Certified in May 2018	ASA-03 audit completed in March 2021.	No outstanding issues Outgrowers and Smallholders are not part of the certified area
15.	IOI – Pelita, Sarawak	Sejap and Tegai	Planned – TBC as it is under the resolution process	Uncertified Unit	IOI – Pelita (Sarawak) is in the resolution process (under RSPO CP)	Stage 3: Negotiations for Final Settlement As soon as the Movement Control Order (MCO) was lifted, IOI Pelita held the second round of negotiations with all eight communities, one at a time, on 23-25 September 2021. Similar to the first round of negotiations, the meetings were observed by RSPO and other relevant stakeholders such as the Sarawak State government representatives. Due to Covid-19 travel restrictions some participants had opted to join the process via Zoom. The meetings were videotaped and recorded.

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>All eight communities provided their response to IOI Pelita’s settlement offers.</p> <p>Long Jegan community made two requests for the Sarawak State Government:</p> <ol style="list-style-type: none"> 1) to provide reassurance that the excised land will not be given to anyone else but the 8 community groups participating in the resolution process, and 2) to appointment of facilitator for the process of dividing the excised land among the community groups. <p>The eight community, LTKB, asked IOI Pelita to excise 300 ha of IOI Pelita planted land (the land IOI Pelita keeps) and return it back to LTKB. This, however, is legally impossible. IOI Pelita is a leaseholder and it can only surrender the land to the Sarawak State Government. This fact was explained to the LTKB community but the community stood firmly by its demand.</p> <p>As soon as the 2nd round of negotiations ended on Saturday, September 25th, IOI Pelita, Dr Ramy Bulan, and all government agencies participating in the negotiations recognized the need to address Long Jegan’s concerns and came up with a detailed action plan aimed at providing all communities with more clarity and reassurance as to how the Sarawak State Government will handle the question of land titling and which agency will play a facilitation role and help communities divide the excised land among themselves.</p> <p>In October 2021, IOI Pelita held several meetings with the Sarawak State Government representatives to address communities’ remaining concerns regarding the status of the 4,615 hectares of land that IOI Pelita agreed to surrender.</p> <p>An inter-governmental meeting held on 2 December 2021 decided that Resident of Miri Office, acting on behalf of the Sarawak State Government, will meet each affected community to:</p> <ol style="list-style-type: none"> 1) inform them that the land surrendered by IOI Pelita will be gazetted as communal land

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>under Section 6 of the Land Code, with all 8 communities as trustees, 2) ask for communities’ consent to allow a licensed surveyor to conduct a survey of the excised land as it is the necessary step for publishing the gazette, 3) reassure them that the survey will take into account the results of the Community Participatory Mapping conducted by CICOM, explain that it will be entirely up to the communities how they divide the gazetted land among themselves.</p> <p><u>Progress on Stage 2: Community Participatory Mapping</u></p> <p>Handing over of the ex-gratia payment ceremony has been conducted on 5th September 2019 in Miri involving members from 4 main communities respectively. Second stage of the Resolution Plan, 3D Community Participatory Mapping, started in August 2019. Technical assistance to the affected communities is being provided by CICOM. By mid-March 2020, six out of nine affected communities had their surveys done. Unfortunately, at that point, the coronavirus outbreak reached Sarawak and the government issued Movement Control Order. The Community Participatory Mapping had to be put on hold.</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria																				
						<p>RSPO BoundTable on Sustainable Palm Oil</p> <p>Complaints System Status Of Complaints Submittal New Complaint</p> <p>IOI PELITA PLANTATION SDN BHD (a subsidiary of IOI Corporation Berhad) (Respondent)</p> <p>Local Community of Long Teran Kanan & NGO (Grassroots) (Complainant)</p> <p>COMPLAINT PROGRESS</p> <p>COMPLAINT BACKGROUND</p> <table border="1"> <tr><td>Complaint Reference</td><td>N/A</td></tr> <tr><td>Status</td><td>Investigation</td></tr> <tr><td>Respondent</td><td>IOI PELITA PLANTATION SDN BHD (a subsidiary of IOI Corporation Berhad)</td></tr> <tr><td>Complainant</td><td>Local Community of Long Teran Kanan & NGO (Grassroots)</td></tr> <tr><td>Date Complaints Submitted</td><td>15 Mar 2010</td></tr> <tr><td>Date Complaints Accepted</td><td>N/A</td></tr> <tr><td>Membership Sector</td><td>Processors and / or Traders</td></tr> <tr><td>Location of Complaint</td><td>Malaysia</td></tr> <tr><td>Region / District / Province</td><td>Min. Sarawak</td></tr> <tr><td>Summary of the Complaint</td><td>Synopsis Land conflict IOI Group's certification process for new certifications suspended in 1/4/11. Both parties have agreed for mediation. Mediator has been engaged through the RSPO Dispute Settlement Facility. Mediation process Stage 1 began in September 2011 and is on-going (Note: Stage 1 is about Conflict assessment and Agreement to Participate in a Mediation. This stage would map the dispute through identifying the parties who should participate in the mediation and establish a primary agenda of issues that require resolution. It would also seek the commitment of the key parties to enter into a mediation, and establish their agreement to the mediation team). Updates of this case can be found in DSF list of disputes.</td></tr> </table>	Complaint Reference	N/A	Status	Investigation	Respondent	IOI PELITA PLANTATION SDN BHD (a subsidiary of IOI Corporation Berhad)	Complainant	Local Community of Long Teran Kanan & NGO (Grassroots)	Date Complaints Submitted	15 Mar 2010	Date Complaints Accepted	N/A	Membership Sector	Processors and / or Traders	Location of Complaint	Malaysia	Region / District / Province	Min. Sarawak	Summary of the Complaint	Synopsis Land conflict IOI Group's certification process for new certifications suspended in 1/4/11. Both parties have agreed for mediation. Mediator has been engaged through the RSPO Dispute Settlement Facility. Mediation process Stage 1 began in September 2011 and is on-going (Note: Stage 1 is about Conflict assessment and Agreement to Participate in a Mediation. This stage would map the dispute through identifying the parties who should participate in the mediation and establish a primary agenda of issues that require resolution. It would also seek the commitment of the key parties to enter into a mediation, and establish their agreement to the mediation team). Updates of this case can be found in DSF list of disputes .
Complaint Reference	N/A																									
Status	Investigation																									
Respondent	IOI PELITA PLANTATION SDN BHD (a subsidiary of IOI Corporation Berhad)																									
Complainant	Local Community of Long Teran Kanan & NGO (Grassroots)																									
Date Complaints Submitted	15 Mar 2010																									
Date Complaints Accepted	N/A																									
Membership Sector	Processors and / or Traders																									
Location of Complaint	Malaysia																									
Region / District / Province	Min. Sarawak																									
Summary of the Complaint	Synopsis Land conflict IOI Group's certification process for new certifications suspended in 1/4/11. Both parties have agreed for mediation. Mediator has been engaged through the RSPO Dispute Settlement Facility. Mediation process Stage 1 began in September 2011 and is on-going (Note: Stage 1 is about Conflict assessment and Agreement to Participate in a Mediation. This stage would map the dispute through identifying the parties who should participate in the mediation and establish a primary agenda of issues that require resolution. It would also seek the commitment of the key parties to enter into a mediation, and establish their agreement to the mediation team). Updates of this case can be found in DSF list of disputes .																									

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria																					
						<p style="text-align: center;">COMPLAINT UPDATE</p> <table border="1"> <thead> <tr> <th>DATE</th> <th>UPDATE</th> <th>DOCUMENTS</th> </tr> </thead> <tbody> <tr> <td>15 Dec 2021</td> <td>Pending update on negotiations.</td> <td></td> </tr> <tr> <td>29 Sep 2021</td> <td>Pending report from Complaints Desk and deliberation by the CP.</td> <td></td> </tr> <tr> <td>25 Aug 2021</td> <td>Pending report from the Complaints Desk.</td> <td></td> </tr> <tr> <td>28 Jul 2021</td> <td>The Respondent has invited the RSPO Secretariat to participate in the second phase of negotiation and witness the process of the signing of the settlement agreement by the communities.</td> <td></td> </tr> <tr> <td>23 Jun 2021</td> <td>The Complaints Desk had a meeting with representatives of the Respondent. The Respondent have also forwarded to the Complaints Desk some supporting documents. They are currently being reviewed by the Complaints Desk.</td> <td></td> </tr> <tr> <td>25 May 2021</td> <td>The Secretariat's review is underway. The Secretariat to reach out to the Respondent on updates.</td> <td></td> </tr> </tbody> </table> <p>Further and updated progress of this issue could be access through the link below;</p> <ul style="list-style-type: none"> (a) IOI Pelita Land Dispute Resolution Plan (b) Current progress on IOI Pelita Land Dispute Resolution Process (c) https://www.ioigroup.com/Content/MEDIA/Media?Category=7 (d) RSPO Case Tracker – IOI Pelita Status of Complaints (e) IOI Pelita & Stakeholders Reaching a Breakthrough <p>Internal audit for Sejap Estate have been completed in November 2021</p>	DATE	UPDATE	DOCUMENTS	15 Dec 2021	Pending update on negotiations.		29 Sep 2021	Pending report from Complaints Desk and deliberation by the CP.		25 Aug 2021	Pending report from the Complaints Desk.		28 Jul 2021	The Respondent has invited the RSPO Secretariat to participate in the second phase of negotiation and witness the process of the signing of the settlement agreement by the communities.		23 Jun 2021	The Complaints Desk had a meeting with representatives of the Respondent. The Respondent have also forwarded to the Complaints Desk some supporting documents. They are currently being reviewed by the Complaints Desk.		25 May 2021	The Secretariat's review is underway. The Secretariat to reach out to the Respondent on updates.	
DATE	UPDATE	DOCUMENTS																									
15 Dec 2021	Pending update on negotiations.																										
29 Sep 2021	Pending report from Complaints Desk and deliberation by the CP.																										
25 Aug 2021	Pending report from the Complaints Desk.																										
28 Jul 2021	The Respondent has invited the RSPO Secretariat to participate in the second phase of negotiation and witness the process of the signing of the settlement agreement by the communities.																										
23 Jun 2021	The Complaints Desk had a meeting with representatives of the Respondent. The Respondent have also forwarded to the Complaints Desk some supporting documents. They are currently being reviewed by the Complaints Desk.																										
25 May 2021	The Secretariat's review is underway. The Secretariat to reach out to the Respondent on updates.																										
16.	PT SKS, Indonesia	SKS 1, SKS 2, and SKS 3	Planned 2022	-	Uncertified Unit	RSPO Stage 1 was conducted																					
						RSPO Complaints Panel (CP) has officially closed the complaint case on 12 October 2018. IOI will continue to work with the RSPO Investigate and Monitoring Unit on the implementation of its Action Plans to ensure continuous sustainable development. First and Second quarterly																					

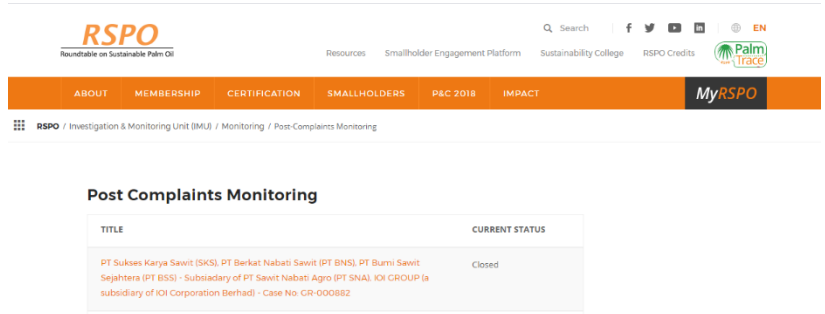
RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
					in September 2019.	<p>update for the action plan on PT. SKS, PT. BNS and PT. BSS was submitted to RSPO Investigate and Monitoring Unit in December 2018 and February 2019 respectively.</p> <p>On 15th April 2019, RSPO's official announced "that the monitoring of the implementation of the Complaints Panel directives for "PT Sukses Karya Sawit (SKS), PT Berkat Nabati Sawit (PT BNS), PT Bumi Sawit Sejahtera (PT BSS) - Subsidiary of PT Sawit Nabati Agro (PT SNA), IOI GROUP (a subsidiary of IOI Corporation Berhad) - Case No: GR-000882 " is now officially closed."</p> <p>IOI received an email from RSPO that "the Investigation & Monitoring Unit (IMU) of the RSPO Secretariat had finalized the internal review of the action plan and progress reports submitted by IOI against the Complaints Panel's directives and the IMU concluded that IOI has successfully met all the requirements set by the Complaints Panel."</p> <p>Further and updated progress of this issue could be access through the link below;</p> <p>(a) RSPO Ketapang Complaint for PT BSS, PT SKS & PT BNS</p> <p>(b) RSPO Case Tracker – PT BSS, PT SKS & PT. BNS Status of Complaints</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>(c) RSPO Post-Complaints Monitoring</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						 <p>The Stage 1 of RSPO P&C audit was conducted on 9th – 12th September 2019 by BSI. Due to the pandemic issue, certification preparation was affected such as HGU process and as well as on ground preparation. Hence, the main assessment audit expected to be conducted in year 2021. The postponement of the main assessment has been communicated and approved by RSPO. In November 2020, PT. SKS internal audit has been conducted. Date of RSPO main assessment audit has been proposed to CB to be conducted in Mid 2022.</p>
17.	PT BNS, Indonesia	BNS 1, BNS 2, BNS 3 and BNS 4	Planned 2022	- Uncertified Unit	RSPO Stage 1 audit was conducted in September 2019	<p>RSPO Complaints Panel (CP) has officially closed the complaint case on 12 October 2018. IOI will continue to work with the RSPO Investigate and Monitoring Unit on the implementation of its Action Plans to ensure continuous sustainable development. First and Second quarterly update for the action plan on PT. SKS, PT. BNS and PT. BSS was submitted to RSPO Investigate and Monitoring Unit in December 2018 and February 2019 respectively.</p> <p>On 15th April 2019, RSPO's official announced "that the monitoring of the implementation of the Complaints Panel directives for "PT Sukses Karya Sawit (SKS), PT Berkat Nabati Sawit (PT BNS), PT Bumi Sawit (PT BSS) - Subsidiary of PT Sawit Nabati Agro (PT SNA), IOI GROUP (a subsidiary of IOI Corporation Berhad) - Case No: GR-000882 " is now officially closed."</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>IOI received an email from RSPO that "the Investigation & Monitoring Unit (IMU) of the RSPO Secretariat had finalized the internal review of the action plan and progress reports submitted by IOI against the Complaints Panel's directives and the IMU concluded that IOI has successfully met all the requirements set by the Complaints Panel."</p> <p>Further and updated progress of this issue could be access through the link below;</p> <p>(a) RSPO Ketapang Complaint for PT BSS, PT SKS & PT BNS</p> <p>(b) RSPO Case Tracker – PT BSS, PT SKS & PT. BNS Status of Complaints</p> <p>The screenshot shows the RSPO Roundtable on Sustainable Palm Oil website. It displays a complaint for PT Sukses Karya Sawit (PT SKS), PT Berkat Nabati Sawit (PT BNS), PT Bumi Sawit Sejahtera (PT BSS), and PT Sawit Nabati Agro (PT SNA), a subsidiary of IOI Corporation Berhad. The complaint is categorized as 'Aidenvironment' and is marked as '(Respondent)'. A progress bar indicates the complaint status, and a table below provides details: Complaint Reference (N/A), Status (Case closed), Respondent (PT Sukses Karya Sawit (PT SKS), PT Berkat Nabati Sawit (PT BNS), PT Bumi Sawit Sejahtera (PT BSS), PT Sawit Nabati Agro (PT SNA) (a subsidiary of IOI Corporation Berhad)), and Complainant (Aidenvironment).</p>

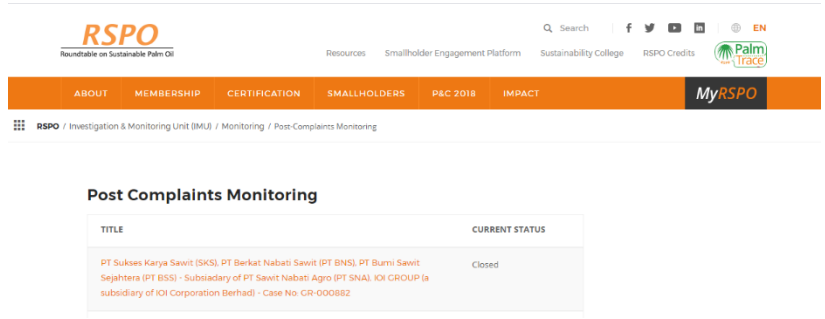
RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>(c) RSPO Post-Complaints Monitoring</p> <p>The Stage 1 of RSPO P&C audit was conducted on 9th – 12th September 2019 by BSI. Due to the pandemic issue, certification preparation was affected such as HGU process and as well as on ground preparation. Hence, the main assessment audit expected to be conducted in year 2021. The postponement of the main assessment have been communicated and approved by RSPO. In November 2020, PT. BNS internal audit have been conducted.</p> <p>Date of RSPO main assessment audit have been proposed to CB to be conducted in Mid 2022.</p>
18.	PT BSS, Indonesia	BSS 1, BSS 2, BSS 3 and BSS 4	Planned 2022	-	Uncertified Unit	<p>RSPO Stage 1 was conducted in September 2019</p> <p>RSPO Complaints Panel (CP) has officially closed the complaint case on 12 October 2018. IOI will continue to work with the RSPO Investigate and Monitoring Unit on the implementation of its Action Plans to ensure continuous sustainable development. First and Second quarterly update for the action plan on PT. SKS, PT. BNS and PT. BSS was submitted to RSPO Investigate and Monitoring Unit in December 2018 and February 2019 respectively.</p> <p>On 15th April 2019, RSPO's official announced "that the monitoring of the implementation of the Complaints Panel directives for "PT Sukses Karya Sawit (SKS), PT Berkat Nabati Sawit</p>


RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>(PT BNS), PT Bumi Sawit Sejahtera (PT BSS) - Subsidiary of PT Sawit Nabati Agro (PT SNA), IOI GROUP (a subsidiary of IOI Corporation Berhad) - Case No: GR-000882 " is now officially closed."</p> <p>IOI received an email from RSPO that "the Investigation & Monitoring Unit (IMU) of the RSPO Secretariat had finalized the internal review of the action plan and progress reports submitted by IOI against the Complaints Panel's directives and the IMU concluded that IOI has successfully met all the requirements set by the Complaints Panel."</p> <p>Further and updated progress of this issue could be access through the link below;</p> <p>(a) RSPO Ketapang Complaint for PT BSS, PT SKS & PT BNS</p> <p>(b) RSPO Case Tracker – PT BSS, PT SKS & PT. BNS Status of Complaints</p>

**RSPO P&C Public Summary Report
Revision 12 (Jun 2021)**

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						<p>(c) RSPO Post-Complaints Monitoring</p>  <p>The Stage 1 of RSPO P&C audit was conducted on 9th – 12th September 2019 by BSI. Due to the pandemic issue, certification preparation was affected such as HGU process and as well as on ground preparation. Hence, the main assessment audit expected to be conducted in year 2021. The postponement of the main assessment has been communicated and approved by RSPO. In November 2020, PT. BSS internal audit has been conducted.</p> <p>Date of RSPO main assessment audit has been proposed to CB to be conducted in Mid 2022.</p>
19.	PT KPAM, Indonesia	Under Development	Planned - 2023	Uncertified Unit	NPP and HCSA was approved in April 2018. Currently under development.	RSPO has approved PT.KPAM NPP Summary Report and was published in RSPO website for public notification on 13 April 2018. The NPP public notification could be assessed through the link below:

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

No	PMU	Supply Bases (Estate Name)	Main Assessment	Certification Status	Status	Updated Information on Minimum Requirements for Multiple Management Units, Clause 4.5.1 RSPO Certification Systems for Principles & Criteria
						 <p>https://rspo.org/certification/new-planting-procedure/public-consultations/page/2?</p> <p>HCSA Peer Review Assessment completed on 14 May 2018. The HCSA Peer Review Report and Summary Report could be assessed through the link below:</p> <p>http://highcarbonstock.org/wp-content/uploads/2018/05/PRR-PT.-KPAM.pdf</p>

3.3 Details of Nonconformities

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

During this Assessment there were *no* Critical; 2 Minor nonconformities and *four(4)* Opportunity For Improvement raised. The *Ladang Sabah POM and Supply Base* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2158234-202201-N1	Date Issued	27/1/2022
Due Date	Next surveillance	Date of nonconformity Closure	N/A
Clause & Category (Critical / Minor)	7.3.1 Minor		
Statement of Nonconformity:	The waste management plan was not effectively implemented.		
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	<p>Environmental Impact Assessment – Management Action Plans & Continuous Improvement Plan for Mill and Estates for the year 2021 and 2022 was referred.</p> <p>During site visit at linesite area Laukin Estate, it was observed at recycle bin, there is no segregation of waste for Paper, Plastic, Aluminium and Glass as per their bin types. The training has been conducted on 11/02/2021. The effectiveness of the training could be further improved. It was not in line with 1.1 – Identification & Management Plan of Waste Products, 1.1.3, Domestic & Recyclable waste, sewage, and garden residue “Separation of plastics, glasses and papers”.</p> <p>Ladang Sabah POM domestic waste disposed at Landfill Moynod Estate. During site visit at Landfill Area PM97D, it was noticed no segregation of waste (availability of recyclable waste disposed there). It was not in line with 1.1 – Identification & Management Plan of Waste Products, 1.2.6, Landfill “Separation of recyclable waste such as plastics, glasses, tins, iron and paper to be done”.</p> <p>During site visit at SW Store Bimbingan 1 Estate, it was found that there is no evidence of labelling of SW stored there. It was not in line with 1.1 – Identification & Management Plan of Waste Products, 1.1.1, Schedule waste & empty chemical container plans “To properly store, label, monitoring and dispose of schedule waste according to Environmental Quality Act 1974.”</p>		
Corrections:	Laukin Estate & Ladang Sabah Palm Oil Mill:		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>Briefing and displaying interactive poster to all level of employees on the importance of waste segregation.</p> <p>Bimbingan 1 Estate: To complete the inventory record of SW prior transferring to the actual SW store which already has proper label that is required.</p>
Root Cause Analysis:	<p>Laukin Estate & Ladang Sabah Palm Oil Mill:</p> <ol style="list-style-type: none"> Workers not having self-motivation to show the importance of segregating the waste. No monitoring enforcement by management towards the waste being disposed to the landfill. <p>Bimbingan 1 Estate: It was found that the SW item known as used PPE kept at the shower room area. However, during the recent housekeeping, the PIC yet to transfer them to actual SW store because the inventory process yet completed.</p>
Corrective Actions:	<p>Laukin Estate & Ladang Sabah Palm Oil Mill:</p> <ol style="list-style-type: none"> Inspection on the waste segregation to be continuously conducted at all 3R bin station. In addition, the management to adopt and plan a recycle programme to promote the awareness. The management to strengthen enforcement to monitor the waste segregation at linesite. <p>Bimbingan 1 Estate: Refresher briefing by HSE Department to the estate management on the SW procedure to be conducted so that the inventory could be checked and housekeeping can be done without delay.</p>
Assessment Conclusion:	<p>The submitted CAP detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate. Thus, the evidence of effectiveness of CAP will be verify during next coming surveillance assessment.</p>

Non-conformity			
NCR Ref #	2158234-202201-N2	Date Issued	27/1/2022
Due Date	Next surveillance	Date of nonconformity Closure	N/A
Clause & Category (Critical / Minor)	6.7.2 Minor		
Statement of Nonconformity:	Found the first aid equipment on site insufficient		
Requirement Reference:	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.
Objective Evidence:	Based site visit at Laukin estate, it was found one unit first aid equipment (Eye Glow) has been used on 1/12/2021. As refer medical prescription storage condition (discard contain 4 week after opening) and during the verification audit on 24/1/2022 it was still been kept in the First aid box. On documentation verification in office, found that the inspection of First aid box was not conducted monthly basis as per first aid module training and not followed as per evaluation of compliance to legal requirement under appendix 1 dated 1/8/2012. The inspection record showed sampled on Jan 2022, 4 from 12 first aid box been done inspection and June 2021, the inspection only done for 1 first aid box out of 17 first aid box.
Corrections:	<ol style="list-style-type: none"> 1. To inspect all the first aid box and ensure no expired first aid box item. 2. Reminder letter to be given to EHA, Staff and mandore on their negligence of duty to ensure the inspection of first aid kit in done on timely manner. 3. HSE Department to conduct meeting with estate management including EHA and mandore on the mandatory requirement of first aid kit inspection.
Root Cause Analysis:	Expired eye glow was not monitored kept inside first aid box due to the negligence of mandore who did not send the first aid box for due inspection. Besides, inadequate enforcement and monitoring by the field staff to ensure the mandore following management instruction on the submission construed to the negligence.
Corrective Actions:	<ol style="list-style-type: none"> 1. Estate management to establish a delivery schedule on the first of box submission in stages for due inspection at clinic which to be observed by mandore respectively. 2. Spot inspection to be conducted by HSE Department to verify on implementation/ practise.
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate. Thus, the evidence of effectiveness of CAP will be verify during next coming surveillance assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>Indicator 1.1.5</p> <p>The stakeholder list consist of 2 international NGOs – Business Social Responsibility and Finnwatch. These 2 NGOs are mainly engaged by Head Office. There are 2 opportunity for improvement:</p> <ol style="list-style-type: none"> 1. As per Stakeholder Consultation procedure SPO/SDK/G/01 dated Dec 2020, it stated all stakeholders in the external list needs to be invited for annual stakeholder consultation. However this will not be happening for the 2 international NGOs as it is the responsibility of the Head Office. Hence the stakeholder list require improvement to enhance the responsibilities of the operating units. 2. Since these 2 NGOs are engaged by the Head Office, improvement on channeling the any results from the engagement with the operating unit can be improved.
OFI 2	Indicator 3.4.2

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	The social management plan could be further improved on the propose actions to be taken, the timeline to address the proposed actions and the responsible person to ensure the actions are taken.
OFI 3	Indicator 4.2.2 The Hotline state in the procedure could further improve by including the IOI Sabah hotline.
OFI 4	Indicator 3.3.1 1. A procedure to improve the management of WEC including timeframe of each chairperson tenancy could be improved. 2. A procedure to improve the management of ECC including timeframe of each chairperson tenancy could be improved.

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Well maintained labour quarters at the mill and all estates.
PF 3	Positive feedbacks from internal and external stakeholders.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2023865-202102-N1	Date Issued	17/02/2021
Due Date	16/02/2022	Date of nonconformity Closure	27/01/2022
Clause & Category (Critical / Minor)	Indicator 6.7.4 Minor		
Statement of Nonconformity:	There is insufficient evidence of compliance on coverage of insurance provision in accordance with Malaysian law for 2 sample workers in Ladang Sabah POM and 2 sample workers in Moynod Estate.		
Requirement Reference:	All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.		
Objective Evidence:	<p>The coverage of insurance provision in accordance with Malaysia law through SOCSO contribution was insufficiently evident for the workers as following :</p> <p><u>Ladang Sabah Palm Oil Mill:</u></p> <ul style="list-style-type: none"> • Employee # 1SLS/IOI/0315/8987; Date joined 22/3/2015; for Month of March & June 2020 • Employee # 1SLS/IOI/0317/8997; Date joined 6/3/2017; for Month of March & June 2020 <p><u>Moynod Estate:</u></p> <ul style="list-style-type: none"> • Employee # 1SLS/IOI/1013/7544; Date joined 1/10/2013; for Month of March 2020 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	Employee # 1SLS/IOI/1115/7568; Date joined 1/11/2015; for Month of March 2020																														
Corrections:	<ul style="list-style-type: none"> To declare the late/lapses of contribution for the affected workers to SOCSO. To clear out all the late/lapses payment of the contribution as advice by SOCSO. 																														
Root Cause Analysis:	The lapses are due to the insufficient monitoring and verification of the SOCSO monthly payment process and its related data migration from the old check roll system to the new system.																														
Corrective Actions:	<ul style="list-style-type: none"> To conduct monthly monitoring and verification on the SOCSO contribution to all workers. If there be any further lapses of contribution found, payment will be carried out in accordance to the procedure. <p>Refresher training regarding the monitoring mechanism on SOCSO registration & contribution for workers for personnel involved.</p>																														
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate. Thus, the evidence of effectiveness of CAP will be verify during next coming surveillance assessment.																														
ASA 1_4 Verification	<p>From the record of monthly record from chief clerk, no lapse was found as per verification. The coverage of insurance provision in accordance with Malaysia law through SOCSO contribution was insufficiently evident for the workers as following:</p> <p>Bimbingan 1 estate</p> <table border="1"> <thead> <tr> <th>December 2021</th> <th>Workers ID</th> <th>SOCOSO (RM)</th> </tr> </thead> <tbody> <tr> <td></td> <td>1SPA27236</td> <td>19.40</td> </tr> <tr> <td></td> <td>AU120034</td> <td>30.60</td> </tr> <tr> <td></td> <td>C4647981</td> <td>21.90</td> </tr> <tr> <td></td> <td>C3822749</td> <td>29.40</td> </tr> </tbody> </table> <p>Terusan Baru estate</p> <table border="1"> <thead> <tr> <th>December 2021</th> <th>Workers ID</th> <th>SOCOSO (RM)</th> </tr> </thead> <tbody> <tr> <td></td> <td>C4644268</td> <td>21.90</td> </tr> <tr> <td></td> <td>C3823010</td> <td>21.90</td> </tr> <tr> <td></td> <td>C4644278</td> <td>20.60</td> </tr> <tr> <td></td> <td>AS377085</td> <td>21.90</td> </tr> </tbody> </table> <p>Thus this minor was close on 27/1/2022 accordingly.</p>	December 2021	Workers ID	SOCOSO (RM)		1SPA27236	19.40		AU120034	30.60		C4647981	21.90		C3822749	29.40	December 2021	Workers ID	SOCOSO (RM)		C4644268	21.90		C3823010	21.90		C4644278	20.60		AS377085	21.90
December 2021	Workers ID	SOCOSO (RM)																													
	1SPA27236	19.40																													
	AU120034	30.60																													
	C4647981	21.90																													
	C3822749	29.40																													
December 2021	Workers ID	SOCOSO (RM)																													
	C4644268	21.90																													
	C3823010	21.90																													
	C4644278	20.60																													
	AS377085	21.90																													

Non-conformity			
NCR Ref #	2036144-202103-M1	Date Issued	27/03/2021
Due Date	24/06/2021	Date of nonconformity Closure	16/06/2021

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Clause & Category (Critical / Minor)	Indicator 3.6.1 Critical
Statement of Nonconformity:	Implementation of mitigation plan for an identified H&S issues in estate operation was found not adequate.
Requirement Reference:	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.
Objective Evidence:	Moynod Estate: Sighted Sprayer workers in Moynod Estate was using general trailer (not passenger trailer) without safety precaution as per HIRARC recommendation (Reviewed dated 10/1/2021) from field to Office thus Major NC been raise during this Audit.
Corrections:	<ol style="list-style-type: none"> 1. To conduct immediate action for the maintenance of the passenger trailer by replacing punctured tyres with good one. 2. To issue reminder letter to the estate management for the delayed action on maintenance process of the passenger trailer. 3. To issue reminder letter to the workers who had failed to follow instruction by the Assistant Manager. 4. To issue reminder letter to the Field Supervisor in-charge for supervision failure. 5. To conduct briefing and re-training with evaluation of the training to workers on the safety aspect when using the general trailer as transportation means as per SOP and HIRARC requirement. <p>To establish and to start conducting inspection on the condition of the passenger trailer as part of in the workplace inspection.</p>
Root Cause Analysis:	<p>As normally practiced, the passenger trailer is being used for workers' transportation on daily basis. However, the passenger trailer was in breakdown due to punctured tyres since end February 2021. There was no immediate and further follow action taken to repair the passenger trailer by the estate management. It is noted that there is no inspection and monitoring for passenger trailer as part of the workplace inspection.</p> <p>The Assistant Manager with the acknowledgement by the Estate Manager decided to use the general trailer as workers' transportation though they were aware with the SOP of Pemanduan Traktor and SOP Pengangkutan Pekerja (Umum) and HIRARC requirements. All workers were verbally briefed by the Assistant Manager on the needs to sit in the trailer floor as mentioned in the SOP requirement before the general trailer move. Regrettably, the verbal instructions were failed to be followed accordingly by workers.</p> <p>In addition, supervision by the Field Supervisor in-charge of the workers was lacking to ensure that they adhered to the SOP.</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. To develop new HIRARC for workers' transportation using the general trailer in case of the passenger trailer breakdown. 2. Workplace inspection on the use of general trailer and passenger trailer to be conducted by the field supervisor on daily basis to ensure compliance of SOP and HIRARC. 3. To ensure vehicle inspection is conducted on daily basis. Any defects report is to be immediately communicated to the estate management for an immediate

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>action. Inspection is to be conducted by the workshop operator, field supervisor and Assistant Manager.</p> <p>4. To regularly announce during muster on the needs to observe SOP & HIRARC requirements when using the general trailer and passenger trailer as transportation means.</p> <p>HSE Department is to conduct an internal audit and regular inspection to ensure all mitigation measures are implemented and complied.</p>
Assessment Conclusion:	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> - Punctured tyres replacement and relevant purchases record; Date: 5/6/2021 - Reminder letters for the relevant personnel; Date: 14/4/2021 - Refresher training on SOP & training evaluation record; Date: 15/4/2021 - Vehicle inspection in particular the trailer; Date: March, April, May & June 2021 - Briefing record on safety procedures for workers' transportation; Date: 26/3/2021, 8/4/2021, 18/5/2021 & 2/6/2021 - Workplace inspection record; Date: March, April, May & June 2021 - Internal audit conducted by HSE Department; Date: 8/6/2021 - HIRARC Form for Transporting of Workers Using General Trailer; Date: 5/4/2021 <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 16/6/2021.</p>
ASA 1_4 Verification	<p>As per site verification in sampling estate and interview with workers not sighted any of workers using general trailer as passenger trailer. The workers also aware regarding this matter verified as per interview with spraying gang and manuring gang. Thus this major NC remained closed.</p>

Non-conformity			
NCR Ref #	2036144-202103-N1	Date Issued	27/03/2021
Due Date	26/03/2022	Date of nonconformity Closure	27/01/2022
Clause & Category (Critical / Minor)	Indicator 7.11.3 Minor		
Statement of Nonconformity:	No evidence of the operating units' engagement on fire prevention and control measures with the adjacent stakeholders		
Requirement Reference:	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		
Objective Evidence:	<p>Moynod Estate & Sg. Sapi Estate:</p> <p>The estates visited engagement with the adjacent stakeholders during stakeholders' consultation meeting.</p> <p>In the meeting, the estate brief the stakeholders on the IOI group policies, environmental and social issue.</p> <p>However, there is no evidence of the operating units' engagement on fire prevention and control measures with the adjacent stakeholders.</p>		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Corrections:	The commitment from the new guidelines will be extracted and conversed to the adjacent stakeholders via other method of communication such as digital communication.
Root Cause Analysis:	The engagement on fire prevention and control measures with adjacent stakeholders is usually conducted once a year during the external stakeholder consultation and inclusive of inputs communication given following the Emergency Response Plan measure in which the new commitment as mentioned in the new guideline dated Jan 8th has yet being incorporated. Adding in, the guideline had just been newly distributed towards end February 2021 by IOI Sustainability HQ.
Corrective Actions:	Apart of having the communication digitally conversed, the commitment from the new guidelines will also be communicated during the annual stakeholder consultation and as when the needs arise.
Assessment Conclusion:	The submitted CAP detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate. Thus, the evidence of effectiveness of CAP will be verify during next coming surveillance assessment.
ASA 1_4 Verification	The corrective action of communicating the fire prevention guidelines was observed and conducted during the recent external stakeholder consultation. The stakeholder consultation of Laukin Estate, Bimbingan 1 Estate and Mill was verified and the consultation package consist the presentation deck that inform the process flow of making report. A contact list was also provided if it required to inform of any fire outbreak. The corrective actions taken are appropriate and deemed sufficient to close the non-conformance.

Non-conformity			
NCR Ref #	2036144-202103-N2	Date Issued	27/03/2021
Due Date	26/03/2022	Date of nonconformity Closure	27/01/2022
Clause & Category (Critical / Minor)	Indicator 4.2.3 Minor		
Statement of Nonconformity:	The unit of certification insufficiently keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is inadequately available and communicated to relevant stakeholders.		
Requirement Reference:	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		
Objective Evidence:	Sg. Sapi Estate: During visit to Sg. Sapi and consultation with external stakeholders from school, the representative was asking on the status of the feedback given to the estate. Based on records of communication (Borang Maklumbalas; Lampiran 4) with information of grievances and complaints received from the school representative dated 28/1/2021 and records of time bound action plan for identified social aspects related to the feedbacks, it was found that there's insufficient evidence		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>that the grievance parties been informed of the grievance progress including against agreed timeframe and the outcome is not made available and communicated to the relevant stakeholders.</p> <p>Furthermore, some previous letters of requests received from external stakeholder and estate's response to the requests made was unable to be determined either the requester has received and/or acknowledge the response or not.</p>
Corrections:	<ul style="list-style-type: none"> - The estate management to immediately attend to response on the school request by informing the current status of the school's request to them through the finalized TBAP. <p>The estate management will arrange to get the written acknowledgement receipt from the stakeholders.</p>
Root Cause Analysis:	<ul style="list-style-type: none"> - The request and response from the schools and other stakeholders during stakeholder consultation is recorded through a finalized Time Bound Action Plan (TBAP) document in which this record will be shared to the respective stakeholders after each consultation session ended however it is regretful that the TBAP document had just been finalized towards the audit day which cause the estate management to have missed to communicate on their stakeholder's current status request according to timeline. <p>The response from the estate was only being noted through verbal telephonic call and no written records to support the receipt.</p>
Corrective Actions:	<ul style="list-style-type: none"> - To include the stakeholder grievance mechanism in the annual stakeholder consultation programme. The request and Time Bound Action Plan record are to be communicated and acknowledged by stakeholders within the established and agreed time frame discussed during the consultation conducted. <p>The estate management is to regularly conduct monitoring towards stakeholders' grievances, issues, and request using the grievances log/register mechanism.</p>
Assessment Conclusion:	<p>The submitted CAP detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate. Thus, the evidence of effectiveness of CAP will be verify during next coming surveillance assessment.</p>
ASA 1_4 Verification	<p>The Annual Review for SIA – Management action plans & Continuous Improvement plan of Laukin Estate prepared on 02/01/2022, Bimbingan Estate prepare in January 2022 and Mill prepared in January 2022 were reviewed and confirmed that grievances received from workers are incorporated in the management action plan. Example of grievance reviewed at Laukin Estate was the complaint against grocery item price made on 25/02/2021. The management plan on this grievance was recorded under "Sundry Shop" and improvement plans were identified. The action was taken and continuously monitored by the management. During the visit to Laukin Estate and Bimbingan 1 Estate sundry shop, the price list of items were transparency published.</p> <p>The corrective actions taken are appropriate and deemed sufficient to close the non-conformance.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: Finding Reference: 2023865-202102-I1 Clause: 6.2.6 The Gross Living Wage Calculation (GLWC) could be further specified for estates in Sabah</p> <p>Verification / Follow-up actions: There is currently no published Decent Living Wage by GLWC for Malaysia. However, the certified unit has calculated a living wage derived from the in-kind benefits provided to the workers. The calculation include housing basket, medical, education and transportation. The average living wage calculated for the certified unit is RM607.56. In lieu to no GLWC published decent living wage, the certified unit has continued to pay workers based on the national minimum wage of RM1,100 per month or RM42.13 per day. Thus OFI was close accordingly.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1582202-201801-M1	Major	4.1.2	26/01/2018	Closed on 25/03/2018
1582202-201801-N1	Minor	5.3.3	26/01/2018	Closed on 25/01/2019
1728629-201901-M2	Major	4.1.1	25/01/2019	Closed on 20/04/2019
1728629-201901-N1	Minor	2.1.3	25/01/2019	Closed on 17/01/2020
RSP0 P&C MYNI 2019				
1864944-202001-M1	Critical (Major)	2.1.1	17/01/2020	Closed on 15/4/2020
1864944-202001-M2	Critical (Major)	6.2.2	17/01/2020	Closed on 15/4/2020
1864944-202001-M3	Critical (Major)	6.2.3	17/01/2020	Closed on 15/4/2020
1864944-202001-M4	Critical (Major)	6.2.4	17/01/2020	Closed on 15/4/2020
1864944-202001-N1	Minor	1.1.5	17/01/2020	Closed on 17/2/2021
1864944-202001-N2	Minor	2.2.2	17/01/2020	Closed on 17/2/2021
1864944-202001-N3	Minor	2.2.3	17/01/2020	Closed on 17/2/2021
2023865-202102-N1	Minor	6.7.4	17/02/2021	Closed on 27/1/2022
2036144-202103-M1	Critical (Major)	3.6.1	27/3/2021	Closed on 16/6/2021
2036144-202103-N1	Minor	7.11.3	27/3/2021	Closed on 27/1/2022
2036144-202103-N2	Minor	4.2.3	27/3/2021	Closed on 27/1/2022

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

2158234-202201-N1	Minor	7.3.1	27/1/2022	Open
2158234-202201-N2	Minor	6.7.2	27/1/2022	Open

3.4 Stakeholders and previous land owner / user consultation

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Sylvia Alsisto / Sabah Wildlife Department	By call
Governmental Department	Awang Adzrul Ahmad / District Forestry Officer	By call
Governmental Department	Ismail Harun / Director Department of Human Resource Sabah	By call
NGO	Rosa Kusbiantoro / Business for Social Responsibility	By email (no response)
NGO	Sonja Vartiala / Finnwatch	By email (no response)
Communities	Humana School Teachers	Face to face interview
Communities	Grocery Stores Owners	Face to face interview
Internal	ECC Chairpersons	Face to face interview
Internal	WEC Chairpersons	Face to face interview
External	Beta Jubbe / adjacent land owner	By call
External	Berkat Setia Sdn Bhd / adjacent land owner	Face to face interview
External	Alfiq Enterprise / contractor	Face to face interview
External	Syarikat Fazaly / contractor	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Sylvia Asisto / Sabah Wildlife Department IOI Sabah has been very proactive and engaging in supporting and protecting the wildlife. A team was established to patrol the corridors to ensure wildlife are protected. Particularly, they are very active in elephant protection. The Sustainability Team has been always in engage with Sabah Wildlife Department.</p> <p>Audit Team verification and response: No further comments.</p>
2	<p>Feedbacks: Adzrul Ahmad / District Forestry Officer There have been no violation reported on IOI Sandakan region related to deforestation and encroachment.</p> <p>Audit Team verification and response: No further comments.</p>
3	<p>Feedbacks: Ismail Harun / Director Department of Human Resource Sabah There is no significant laws and regulation violation reported on IOI Sandakan. They have been actively ensuring their workers have the required work permits and documents. IOI has maintained and obliged to the Non-Sabah Citizen Employment License.</p> <p>Audit Team verification and response: No further comments.</p>
4	<p>Feedbacks: Humana School Teachers Especially in year 2021, many contributions were fulfilled – example school stationaries, teaching facilities and fencing. IOI has ensure that students are not entering the field. The estate management team has always emphasize to the teachers to continuously brief the students during morning assemble for not entering the field and attend schools.</p> <p>Audit Team verification and response: No further comments.</p>
5	<p>Feedbacks: Grocery Stores Owners / Alfiq Enterprise / Syarikat Fazaly The general response from contractors group is the working relationship with IOI has been fair. Contracts are entered transparently.</p> <p>Audit Team verification and response: No further comments.</p>
6	<p>Feedbacks: Beta Jubbe / Berkat Setia Sdn Bhd Discussion with adjacent land owner was focused on the land dispute and overall engagement over the last 12 months. The land demarcation has been maintained well and the land owners are aware on the engagement methods with the certified unit.</p> <p>Audit Team verification and response: No further comments.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Nil					
All estates land had undergone second cycle of replanting.					

Previous land owner / user comment	
	Feedbacks: Nil

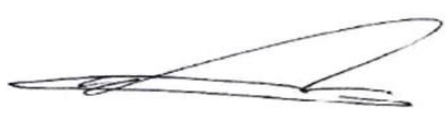
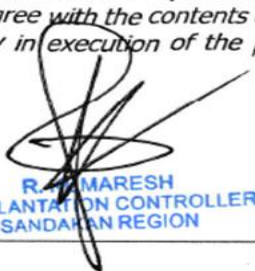
	Audit Team verification and response:
--	--

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

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

Report prepared by	Acceptance of Assessment Conclusion
Name: Muhamad Naquiuddin Mazeli	Name: R. Kumaresh
Company Name: BSI Services (M) Sdn Bhd	Company Name: IOI Plantation Services Sdn Bhd
Title: Lead Auditor	Title: Senior Plantation Controller
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i>  R. KUMARESH SR. PLANTATION CONTROLLER SANDAKAN REGION
Date: 18/2/2022	Date: 05/03/2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Publicly available management documents such as land titles, OHS plans, EIA, SIA, HCV documentation, pollution prevention and reduction plans, records of complaints and grievances, negotiation procedures, RSPO Public Summary Report, company policies and continual improvement plans are available and can be cross referred to their respective criterion. All operating units have individual documents and records to demonstrate compliance to this indicator. IOI Plantation documents are also accessible through their Group’s website link:</p> <p>http://www.ioigroup.com</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in English and Bahasa Melayu accessible to all stakeholders in IOI complex with translation on the information provided by the management to requested party mainly among foreign workers.</p> <p>More information publicly available can be access through web https://www.ioigroup.com/Content/S/S_Define</p> <p>Sustainable Palm Oil Policy, Sustainable implementation update and others information were visible in the web.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Sampled of information request was reviewed at all sampled estates and mill. There were no such requests for information for the last 12 months.</p>	Complied

1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>The Stakeholder Consultation Procedure (SPO/SDK/G/01) rev 00 dated December 2020 documented process of consultation and communication with both external and internal stakeholders. The responsibilities person to implement this procedure is Social Liaison Officer.</p> <p>This procedure is being continuously informed and disclosed to the relevant stakeholders through external stakeholder engagement/meeting.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Each visited estate has maintained List of internal and external stakeholders. The external stakeholders includes governmental department (including schools and hospitals), NGOs, Embassy, Service Provider, supplier, contractor and others. While the internal stakeholders are mainly surrounding sister estates and mills.</p> <p>OFI: The stakeholder list consist of 2 international NGOs – Business Social Responsibility and Finnwatch. These 2 NGOs are mainly engaged by Head Office. There are 2 opportunity for improvement:</p> <ol style="list-style-type: none"> 1. As per Stakeholder Consultation procedure SPO/SDK/G/01 dated Dec 2020, it stated all stakeholders in the external list needs to be invited for annual stakeholder consultation. However this will not be happening for the 2 international NGOs as it is the responsibility of the Head Office. Hence the stakeholder list require improvement to enhance the responsibilities of the operating units. <p>Since these 2 NGOs are engaged by the Head Office, improvement on channelling the any results from the engagement with the operating unit can be improved.</p>	OFI
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p>	<p>IOI Group has established the Code of Business Conduct & Ethics dated June 2020 and Business Ethics, Compliance, Anti-Corruption</p>	Complied

	- Minor compliance -	and Anti-Money Laundering Policy dated September 2018 to guide the business operations and transactions. Specifically for recruitment, the Code of Conduct on Ethical Recruitment and Responsible Employment. Training and implementation records: <ol style="list-style-type: none"> 1. Policies briefing session at mill conducted on 12/01/2022. 2. Policies briefing session at mill conducted on 26/05/2021. 3. Policies briefing session at mill conducted on 14/10/2021. Policies briefing session at Bimbingan 1 estate conducted on 03/02/2021.	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	IOI Group has implemented 2 types internal audit to monitor the compliance and implementation of the group's polices and business practice. This includes RSPO P&C Internal Audit (conducted by Sustainability Team) and Corporate Internal Audit (conducted by Audit & Risk Management Committee). <ol style="list-style-type: none"> 1. The RSPO P&C internal audit records for mill conducted on 13/12/2021 was reviewed. 2. The Corporate Internal Audit records for mill conducted on 22/07/2021 was reviewed. 3. The Corporate Internal records Laukin estate year 2020 was reviewed. The RSPO P&C internal audit records for Bimbingan 1 estate conducted on 07/12/2021 was reviewed.	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	All relevant and applicable legal requirements had been identified by Ladang Sabah POM and its supply base. It incorporated the latest amendments, that is, OSH (Noise Exposure) Regulations	Complied

		<p>2019, Minimum Wages Order 2020 and Prevention and Control of Infectious Diseases (Compounding of Offences) (Amendment) (No.6) Regulations 2020. At the assessed operating units, the following were noted to be complied.</p> <p>Laukin estate</p> <ol style="list-style-type: none"> 1. Air Compressor License; License Number: PMT-SB/2139924; License Valid till: 25/5/2022. 2. Energy Commission License (Private Installation); License Number: 2021/00128; Serial Number: 48003; License Validity Period: 18/01/2021 – 17/1/2022. The management already renew the license on 11/1/2022 as per verified the transaction details MYFX220111114674. The application can refer document ST(SSd)L/SBH/01038 dated application 1/12/2021. 3. MPOB License; License Number: 502981602000; License Period: 01/01/2022 till 31/12/2022. 4. Diesel License; License Reference Number: PPDNKK.SDK.43/1997 (SK). BL220180239320; for Diesel Capacity: 18,400 Litre; License Validity: 03/01/2021 – 02/01/2024.` 5. License for Menggaji Pekerja Bukan Pemastautin (JTK.H.SDK.600-4/1/1/01261/003857) valid from 28/1/2021 until 27/1/2022. This license for hired 90 Indonesia. <p>Ladang Sabah POM</p> <p>CHRA conducted by DAB OH Sdn Bhd on 10/1/2022 refer report HQ/11/ASS/00/298 as additional to the previous CHRA report dated 17/7/2021.</p> <p>From the CHRA recommendation, the chemical exposure monitoring need to be conduct to ensure the exposure of N-Hexane</p>	
--	--	--	--

**RSPO P&C Public Summary Report
Revision 12 (Jun 2021)**

		<p>to lab operator was minimize. The management conducted the initial chemical exposure monitoring on 9/11/2021 ref no. HQ/18/JHI/00/00016-2021/033) and from the result showed below the permissible exposure limit for Hexane and welding fume: chromium.</p> <p>Medical surveillance conducted yearly basis, record dated 20/9/20221 conducted by DAB OH Sdn Bhd. From the result all workers was fit to work as per verified.</p> <p>Terusan baru Estate MPOB license 502592602000 valid from 1/12/2021 until 30/11/2022. This license cover for 2504 Ha. MPOB license for nursery 616358011000 valid from 1/4/2021 until 31/3/2022 PMT license SB PMT 80181 license valid until 29/3/2022 PMT license SB PMT 80296 license valid until 29/3/2022 JTK license on wages deduction valid from 13/4/2020 until 12/4/2022 License to hired from JTK referred JTK.H.SDK.600-4/1/1/001261/003859 valid until 21/10/2022. This license to hired 152 Indonesia and 10 Philippines KPNDDK license (KPDNHEP.SDK.09/2002(SK))for Diesel (Euro 2m) for 20,000 liter valid until 8/12/2023</p> <p>Bimbingan 1 Estate MPOB license 503278702000 was valid until 31/12/2022 License from KPDNKK for Diesel (S003382) was available and valid until 16/12/2023</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		PMT SB/20 38027 valid until 29/3/2022 License to hired from JTK referred JTK.H>SDK.600-4/1/1/01261/003856 valid until 12/4/2022.	
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations. - Minor compliance -	Written information on legal requirements was documented and maintained in "Legal Requirements Register", dated 03/01/2022 prepared by SPO Department Sandakan Regional Office.	Complied
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	Legal or authorized boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorized boundaries as per sample for boundaries between IOI and Smallholder that are clearly demarcated and visibly maintained with blue color at Palm.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of all contracted parties were maintained in the operating units' stakeholder list. The latest list was updated in FY 2022. Among the stakeholders registered were government agencies, neighbouring estates, neighbouring villages, NGO, contractors, suppliers and service providers.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	The requirements to comply with applicable laws are stipulated in the contract agreements. Among the applicable laws mentioned are: <ul style="list-style-type: none"> • Sabah Labour Ordinance • Passport Act • Anti-trafficking in Persons and Anti-Smuggling of Migrant Act • Immigration Act • SOCSO Act • Workmen Compensation Act 	Complied

		<ul style="list-style-type: none"> • EPF • Minimum Wage Order • OSHA • EQA <p>Sampling on contractor agreement as per below:- Halizah Enterprise (Transportation Services), Agreement dated 1/7/2021 and valid until 30/6/2022. Syarikat E.M.S Bersaudara(excavator), agreement dated 1/7/2021 and valid until 30/6/2022.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>The contract agreements for all the contractors contain clauses to disallow child, forced and trafficked labour which were written under subtitles "Sustainability Palm Oil Policy (SPOP)", "Sabah Labour Ordinance" and "Human Rights". These three subtitles made reference to IOI's SPOP and SLO.</p>	Complied
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>Ladang Sabah POM is an RSPO Certified Identity Preserved Palm Oil Mill. The mill only receives certified RSPO FFB from estates within the Certification Unit and from FFB diverted from estates within IOI Plantation.</p> <p>The Group maintains the information on geo location of all the estates. All the estates have evidence of ownership to the land in the form of land titles.</p> <p>No claims are required as transactions are monitored at the HQ level since the FFB suppliers are under the same management. All estates supplying the FFB have valid MPOB license available for verification as sampled under indicator 2.1.1.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	Not applicable as the mill received only certified FFB from own IOI Group estates.	Not Applicable																								
Principle 3: Optimise productivity, efficiency, positive impacts and resilience																											
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.																											
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	The business plan was available for Ladang Sabah POM and its supply base. The estate business plan covers Crop by Year of planting, Replanting Programme, Executive/Staff and Workers Requirement, Mature Oil Palm Costing Statement, General Charges and Capital Expenditure Statement and depreciation. The budget also included insurance to workers for each workers accordingly.	Complied																								
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	The replanting program projected for the next 10 years was available at the estates assessed. The annual replanting program sampled for 5 years as shown in table below:- <table border="1" data-bbox="1137 906 1928 1203"> <thead> <tr> <th>Year</th> <th>Laukin</th> <th>Bimbingan 1</th> <th>Terusan baru</th> </tr> </thead> <tbody> <tr> <td>2022/23</td> <td>244</td> <td>344</td> <td>194</td> </tr> <tr> <td>2023/24</td> <td>372</td> <td>-</td> <td>208</td> </tr> <tr> <td>2024/25</td> <td>166</td> <td>-</td> <td>-</td> </tr> <tr> <td>2025/26</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>2026/27</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Year	Laukin	Bimbingan 1	Terusan baru	2022/23	244	344	194	2023/24	372	-	208	2024/25	166	-	-	2025/26	-	-	-	2026/27	-	-	-	Complied
Year	Laukin	Bimbingan 1	Terusan baru																								
2022/23	244	344	194																								
2023/24	372	-	208																								
2024/25	166	-	-																								
2025/26	-	-	-																								
2026/27	-	-	-																								
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	The frequency for management review is once annually after annual Internal SPO Audit at each Operating Unit as shown in table below. Sampling in the Laukin estate, management review conducted was on 18/1/2022 attended by 14 person. 9 finding been raised by	Complied																								

		internal audit and already close the finding based on the management review and site verification.	
Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The continuous improvement plans for all operating units for financial year 2021 and 2022 were available. Refer Environment Impact Assessment – Management Actins Plans & Continuous Improvement Plan dated January 2021 and January 2022. Among Main objectives discussed related environment were:</p> <ul style="list-style-type: none"> • To ensure best management practices for environment aspects (waste management, IPM, Etc.) is continuously implemented and training given to all personnel. • To identify the aspects and impacts of all environment related activities in mill and estates • To identify waste and to do responsible disposal • To ensure the enforcement of IOI Group’s No Burning Policy • To ensure no use of Paraquat and pesticides that are categorized as World Health Organization Class IA or IB <p>To Identify source of GHG and calculation of GHG emission as well as plan and effort to minimize the emission.</p>	Complied
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p>	<p>From the verification on RSPO template, the data such as FFB and hectarage was accurate as per document verification on site. IOI Plantation maintains submitting its ACOP and RSPO GHG Calculations to the RSPO Secretariat.</p>	Complied

	<p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>		
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedures (SOPs) in the form of written document for estates and mills are documented and maintained. It covers procedures as required by the RSPO P&C 2018 (MYNI:2019). The company's management process and operations are guided by the following documents:</p> <ol style="list-style-type: none"> 1. Group Standard Operating Procedures (StOP) for Estate Operations, Doc Date: 05/12/2007 2. Group Standard Operating Procedures (StOP) for Palm Oil Mill Operations, Doc Date: 01/07/2017 3. Group Safe Operating Procedures (SaOP) 4. Group Occupational Safety and Health Guidance for Estate Workers <p>The StOPs reflects best industry practices as detailed in IOI's Agricultural Policy document. Aside from the StOPs, for operations of mill and estates, there exists also SaOPs for management such as:</p> <ol style="list-style-type: none"> 1. Consultation and communication 2. Negotiation on compensation. 3. Guidance and procedure for gifts and hospitality. 4. Selection and contracting of contractors including recruitment agencies 	<p>OFI</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>5. Employment procedures for recruitment, selection, hiring, promotion, retirement and/or termination.</p> <p>6. Procedures for Supply Chain.</p> <p>7. Internal Audit procedure for Supply Chain</p> <p>8. Remediation and Compensation Procedure (RaCP)</p> <p>9. Accident and emergency procedures</p> <p>10. Proper disposal of waste material</p> <p>OFI: The ECC and WEC procedure could be further improved to identify the timeframe of the chairperson tenancy.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>There is mechanism to check implementation of Standard Operating Procedure in Operation such as Internal audit, Agronomist, and Senior plantation controller.</p> <p>Internal audit procedure was based Sustainability Internal Audit dated 25/9/2017.</p> <p>One of the mechanisms to ensure the implementation was monitoring on activities record, sampling on tractor monitoring based on Safety on tractor driving accident under title competence and training (Doc ref: IOI-OSH 3.2.2 rev: 1 dated 1/8/2012). As per implementation record verified on Kubota 10 daily inspection for December 2021 by Amirullah.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Documented information such as records of monitoring, reports and completed checklists and any subsequent action required together with follow-up until closure of complaints and grievances, non-conformity/non-compliance were available and maintained. Sighted medical surveillance report, Supply Chain record, RTE</p>	Complied

		<p>animal sightings filled-up checklists, etc. whose record retention time varies complying to legal requirements.</p> <p>Sampling in each estate and mill as per below:-</p> <p><u>Ladang Sabah POM</u></p> <p>Audit & Risk Management Committee (LSPOM/RA/2021-22/07/01) dated 27/12/2021.</p> <p>Mill Controller Visit by Mr N.Raymond on 26/10/2021.</p> <p><u>In Bimbingan 1 Estate</u></p> <p>Agronomist report to ensure fertiliser application been conducted accordingly, the report available dated 9/8/2021 and latest 7/1/2022. This report from Research Officer, IOI Research Centre Sabah.</p> <p>Senior Plantation controller visit report dated 6/1/2022.</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>The Social Impact Assessment is conducted and reviewed annually by the estate Social Liaison Officer. Samples of review audited in this audit includes – Laukin Estate, last review of the SIA including management plan was on 02/01/2022; Bimbingan 1 Estate last review of the SIA including management plan was in January 2022; Terusan Baru Estate last review of the SIA including management plan was in January 2022.; The format of the review is clearly defined which include participation methodology of external stakeholders.</p> <p>No new planting in sampled estates within Ladang Sabah certification unit.</p> <p>Environmental Impact Assessment (EIA) for all operating units visited was conducted in 2018 and reviewed on annually basis</p>	Complied

		<p>documented in Environment Impact Assessment Management Action Plans & Continuous Improvement Plan. Latest review as below:</p> <p>Ladang Sabah POM: 18/01/2022 Laukin Estate: 18/01/2022 Bimbingan 1 Estate: 20/01/2022 Terusan Baru Estate: 21/01/2022</p> <p>Among aspect identification for mill and estates as below:</p> <p>Mill</p> <ul style="list-style-type: none"> • Identification & Management Plan Of Waste Products, • Identification & Management Plan Of Potential Pollution Source and Potential Source of GHG Emission • Identification of side product / waste • Identification of potential source of GHG emission and GHG reduction Plan. • Water management • Environmental Hazard and its management plan <p>Estates</p> <ul style="list-style-type: none"> • Identification & Management Plan Of Waste Products, • Identification & Management Plan Of Potential Pollution Source and Potential Source of GHG Emission • Identification of fertilizer alternative • Identification of side product / waste • Identification of potential source of GHG emission and GHG reduction Plan. • Identification of Integrated Pest Management • Impacts from Replanting and its management plan 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<ul style="list-style-type: none"> • Road construction • Water management • Environmental Hazard and its management plan • Oil plam Nursery <p>For replanting area, Ladang Sabah Group Estate has conducted the environmental impact assessment as per report Proposed Replanting of 16,688 Hectares of Oil Palm Plantations at Ladang Sabah Group Estate, District of Beluran, Sabah by IOI Corporation Bhd, with ref. no. JPAS/PP/02/600-1/11/1/117.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The social management plan was developed with participation through external stakeholder consultation, Joint Consultative committee consultation, grievance records, women and empowerment committee and employee consultative committee. Samples of the SIA audited as per indicator 3.4.1 above.</p> <p>OFI: The social management plan could be further improved on the propose actions to be taken, the timeline to address the proposed actions and the responsible person to ensure the actions are taken.</p> <p>The mill and estates visited has established the social and environmental management plan based on the review of impact assessments conducted as Continuous Improvement Plan.</p> <p>Environment Impact Assessment, Management Action Plans & Continuous Improvement has been reviewed as below:</p> <p>Ladang Sabah POM: 18/01/2022</p> <p>Laukin Estate: 18/01/2022</p> <p>Bimbingan 1 Estate: 20/01/2022</p> <p>Terusan Baru Estate: 21/01/2022</p>	OFI

		<p>The management plan involved several topics as below:</p> <p>Environment Impact Identification</p> <p>Identification & Management Plan of waste product</p> <ul style="list-style-type: none"> • Schedule waste & Empty Chemical container • Clinical waste • Domestic & Recycle waste, sewage & garden residue • Scrap Iron <p>Identification and management plan of potential pollutant source</p> <p>Schedule waste store & empty chemical container store</p> <ul style="list-style-type: none"> • Clinical waste store • Pesticide store & premixing area • Workshop & vehicle bay • Loading ramp • Generator house • Diesel skid tank • Line site area • Landfill • Fertilizer store • Lubricant store • Etc <p>Identification of side product</p>	
--	--	--	--

		<ul style="list-style-type: none"> • Pruned oil palm fronds <p>Identification of Potential source of GHG Emission and GHG Reduction Plan</p> <ul style="list-style-type: none"> • Fertilizer • Diesel • Electricity • Chemical • Generator set • GHG Reduction monitoring plan • Identification of Integrated pest management • Rats • Bagworm 	
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>The Social Impact Assessment is conducted and reviewed annually by the estate Social Liaison Officer. Samples of review audited in this audit includes – Laukin Estate, last review of the SIA including management plan was on 02/01/2022; Bimbingan 1 Estate last review of the SIA including management plan was in January 2022; Terusan Baru Estate last review of the SIA including management plan was in January 2022. The review of the plans involved external stakeholder consultation, Joint Consultative committee consultation, grievance records, women and empowerment committee and employee consultative committee.</p> <p>Example of grievance raised by workers and was included in the management plan is grocery pricing. The plan is to monitor the</p>	<p>Complied</p>

		<p>price of the grocery item and the price list of the Laukin Estate grocery store last reviewed was on 01/12/2021.</p> <p>Management has monitored their action plan towards their action plans, monitoring and continuous improvement programme. Monitoring document and record has been reviewed as per stated in the EIA document. Sample of environmental management plan related environment as below.</p> <p>Mill Environment Management Plan</p> <ul style="list-style-type: none"> • ESP gabion slope strengthening. To provide support to the pilings and retaining wall will be added at the bottom end of the slope. • Septic tank cleaning and service. To do septic tank cleaning and desludging all the solid to designated area and to repair some of the piping which already choked its flow with sand/mud. • Recycle waste collection for staff quarters. To promote 3R program and to enhance the recycling program. <p>Estates Environment Management Plan</p> <p>Nursery</p> <ul style="list-style-type: none"> • Ensure the boundary of nursery must have sufficient vegetation • Ensure water pump and generator for pumping is not leaking lubricants <p>Emergency situation- Fire, Flood, Erosion</p> <ul style="list-style-type: none"> • Fire drill training conducted • To install water level indicator at flood prone area during heavy rain • Riparian reserved is left naturally to allow vegetation grow to reduce erosion. 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>IPM</p> <ul style="list-style-type: none"> To do census, if the population is above threshold level, treat as per SOP Promote more on biological control on pest by planting more beneficial plan. 	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>The Foreign Workers Recruitment and Renewal SOP (IOI/SOP/HRD/20-144) dated 10/07/2020 and SOP for Workers on HR Matter (IOI/SOP/HRD/20-156) dated 12/08/2020 established the mechanism to employ foreign and local workers.</p> <p>The procedures provide clear flowcharts from recruitment, retirement until termination.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>In the last 12 months there is no foreign labour employment in Laukin Estate due to restriction caused by COVID-19 Pandemic. However 1 record of local worker was reviewed. The employment flowchart of followed.</p> <p>In the last 12 months, there were no new workers employed in Bimbingan 1 Estate.</p>	Complied
<p>Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>All operations in the mill and estates are risks assessed. The risks assessments are done in accordance with the legal requirements and management’s commitments towards best practices.</p> <p>Sampling in Laukin estate base on accident happen in year 2021 as per below;</p> <p>Accident on 1/9/2021 as per JKPP 6 dated 4/9/2021. Accident during harvesting already been review the HIRARC on 4/9/2021.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>The record was available, and action already been taken as per verified on site.</p> <p>Chemical Health Risk Assessment Report conducted on 6/1/2022, this assessment conducted by DAB OH Sdn Bhd (Dosh registration: HQ/11/ASS/00/298-2022/263)</p> <p>The audiometric test in Laukin estate conducted on 11/1/2021, this assessment conducted by DAB OH Sdn Bhd. This involve 9 person and result showed was normal for all workers. The next audiometric test will conduct on Feb 2022.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of H&S plan to address health and safety risks was available in estate as per sampling below:-</p> <p>Ladang Sabah POM</p> <p>PTW (CS LSPOM: 0137) dated 9/4/2021 for CPO washing Plant- Hot water tank (confines space) was available. The AGT that involve (NW-NSDK-AGT-0019-P) valid until 11/4/2021. The AESP Musridin (NW-SBRO-AE-0350-S) valid until 24/2/2022 and Juhari (NW-SBRO-AE-R-1071-R) valid until 5/12/2021. The gas tester also been calibrated as per verification calibration report for Honeywell MAX XT II dated 15/1/2021. This calibration conducted by Sceptre Marketing (Referred Cert. No. SCM/21/014)</p> <p>Bimbingan 1 estate</p> <p>The management already establish the OSH plan dated 7/1/2022. This management plan was prepared by HSE manager and approved by estate manager. Verification on medical check up for workers involve in chemical handling and this medical checkup was done by estate HA. Sampling on spraying workers as per below:-</p> <p>AT707466</p> <p>AU295059</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>AU412939 C6554944</p> <p>From the record verification, the record was available as per sampling sprayer workers. From the monthly (Latest was December 2021) medical check-up, EHA check for urine test, eye condition, pulse rate, lung, liver etc. the result showed fit to work with chemical.</p> <p>In Terusan Baru estate</p> <p>The Initial Noise Risk Assessment conducted on 6/11/2020 referred report DABOH/1120/070. As per report the recommendation need the employee that expose to high decibel such as Farm tractor driver, workshop operator, chainsaw operator, genset operator and etc need to attend to audiometric test. The latest record of audiometric test was on 11/1/2021 and from result sighted 2 person with abnormal audiogram. For retest the 2 person conducted on 30/4/2021.</p> <p>Chemical Health Risk Assessment (CHRA) ref no; HQ/11/ASS/00/298-2022/266 dated 6/1/2022. This assessment conducted by Dr Mohd Azizan from DAB OH Sdn Bhd. From the assessment the recommendation for team sprayer, nursery, manurer, storekeeper and water treatment plant need to attend medical surveillance by OHD. From the record of medical surveillance, the latest management conduct the medical surveillance was on 11/1/2021. From the result showed that all employee was fit to work with chemical.</p> <p>HIRARC review conducted yearly review by the management, latest record was on 15/1/2022. Sampling on carpenter (wood cutting).</p>	
--	--	---	--

Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.

<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Formal training program for the year 2022 was established dated 4/1/2022 and made available at the beginning of each Financial Year and implemented accordingly. Training identification and needs analysis were applied to recognize the staff, workers and contractor's deficient skills or knowledge gaps, particularly, in aspects of RSPO P&C and the Supply Chain Certification System. There is no associated smallholders at this Certification Unit and thus no training given to them.</p> <p>Following the training given, regular assessment of training was conducted either by the Trainer or their immediate Supervisor to evaluate trainees' understanding. Else, refresher course will be organized.</p> <p>Training methodology given to workers are commonly On-The-Job Training, Coaching/Mentoring and Hands-on Practical Session with plenty of Graphical/Pictorial illustration than wordings as these approaches get their attention and better understanding.</p>	<p>Complied</p>
<p>3.7.2</p>	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records were observed to be updated and maintained. In general, the identified trainings covered the aspects of safety, environment, best practices and social. Sampled a few of the following training records at the respective assessed operating units, given in 2020 and 2021.</p> <p>Training record in Mill;-</p> <ul style="list-style-type: none"> • Confined space training conducted on 9/1/2021 by competent person (Ikhwan Fadly). • Covid 19 sample Test SOP Briefing conducted on 13/1/2021 by HOD Ladang Sabah. • Working At High Procedure for Contractor conducted on 19/1/2021 by Mr Ikhwan and Shendy Gordon. 	<p>Complied</p>

		<ul style="list-style-type: none"> • Briefing for IOI Policies conducted by Maslina Ambotang on 13/2/2021. • Fire Fighting training conducted on 24/2/2021 by firefighting team. • Emergency and First aid training on 16/1/2021 conducted by ERT team. • Training on hearing conservation was conducted on 18/5/2021 attended by 27 person. <p>Training record in Bimbingan 1 Estate:-</p> <ul style="list-style-type: none"> • Fire extinguisher training and emergency cases dated 9/1/2021. Trained by Mr Saiful Sopain. • Training on SOP Spraying and PPE application dated 9/3/2021 by Mr Saiful and Mr Irex. • Hearing conservation training by Santy Syairah dated 14/4/2021. • IPM training by Mr Robert dated 20/5/2021. • USECHH Regulation training by Mr Ikhwan dated 21/5/2021. • Sexual harassment training by Pn Celestina Maka dated 10/1/2021. <p>Training record in Terusan Baru estate:-</p> <ul style="list-style-type: none"> • SOP on nursery training dated 20/1/2021 • Grievances training dated 22/4/2021 • First aid training dated 26/2/2021 • ERP training dated 20/4/2021 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<ul style="list-style-type: none"> • Manuring training dated 18/5/2021 • Weighbridge training 29/4/2021 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>There were three trainings conducted related to RSPO SC since the last assessment, i.e.:</p> <ul style="list-style-type: none"> i) RSPO, MSPO and SCCS briefing by Mdm. Veronica Abel dated 19/1/2022 to critical control point including transporter with total 10 person attended. ii) Supply Chain training conducted by Mdm. Veronica Abel on 4/8/2021, attended by 31 person. 	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>The mill received and processed only certified FFB from own company group estates. A procedure, RSPO Supply Chain – Identity Preserve (IP) [doc. No.: RSPOSC/SOP/IP/3, rev. 8, dated 31/10/2020] was developed to implement the IP supply chain system at the POM. The procedure is applicable for incoming FFB, outgoing CPO & PK at RSPO certified mills that operate IP supply chain system. The procedure has also covered the subjects of overproduction, handling of complaints and non-conformities product.</p>	Complied
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can</p>	<p>Ladang Sabah POM deemed to be Identity Preserved (IP) since the FFB processed mill are sourced from own company group estates that are certified against the RSPO Principles and Criteria (RSPO P&C).</p>	Not Applicable

	claim only the volume of oil palm products produced from processing of the certified FFB as MB.		
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The mill met all registration and reporting requirements for the IP module through the RSPO IT platform. Registered information from PalmTrace shown the following: - Member Name: Ladang Sabah Sdn Bhd - Ladang Sabah Palm Oil Mil - PalmTrace Member ID: RSPO_PO1000000541 - RSPO Membership Number: 2-0002-04-000-00 -License ID: CB122202 -Start date : 24/7/2021 until 2/4/2022	Complied
3.8.5	Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and	IOI Group has developed procedures to implement the elements of the applicable supply chain model as below: • RSPO Supply Chain – Identity Preserve (IP) [doc. No.: RSPOSC/SOP/IP/3, rev. 8, dated 31/10/2020] • Internal Audit Procedure, Doc. No.: RSPOSC/SOP/IA/1, Rev. 02 dated 20/12/2018. The Mill Manager has an overall responsibility and authority over the implementation of the procedure, requirements and compliances with all the applicable RSPO Supply Chain Certification Standard and assisted by Assistant Managers, Engineers and Technical Executives as per stated in its procedure.	Complied

	<p>compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>FFB were obtained from all IOI's certified estates only. There was no third party's crop nor non-certified FFB received by the mill.</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>IOI Group has developed Internal Audit Procedure, Doc. No.: RSPOSC/SOP/IA/1, Rev. 02 dated 20/12/2018 for conducting RSPO SCCS and RSPO Rules on Market Communications and Claims internal audit.</p> <p>Latest internal audit was conducted on 13/12/2021 by the SPO Department Sandakan Region. The coverage of internal audit has included the General Chain of Custody Requirements for the Supply Chain and Module D: Identity Preserved. There are 1 non-conformity raised on SCCS from the internal audit. And already close with conduct the SCCS training to transporter on 19/1/2022.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. 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.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p>	Complied

		<p>The mechanism for handling non-conforming oil palm products and/or documents is addressed under RSPOSC/SOP/IP/3 Clause 12 which describes the non-certified material or product shall be kept segregated from the certified ones.</p> <p>Sampling on weighbridge ticket incoming FFB as per below:-</p> <p>Linbar 1 estate Wb ticket: FB21013075 RSPO cert: rspo 543161 Dated: 1/9/2021 Weight: 11060kg</p> <p>Sakilan estate Wb ticket: FB21001860 RSPO cert: rspo 543161 Dated: 5/2/2021 Weight: 11050kg</p> <p>Bimbingan 1 estate Wb ticket: FB21011199 RSPO cert: rspo 687135 Dated: 31/7/2021 Weight: 10700kg</p> <p>Laukin estate Wb ticket: FB21011212 RSPO cert: rspo 687135</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Dated: 31/7/2021 Weight: 19800kg</p>	
<p>3.8.8</p>	<p>Sales and Goods Out The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>For sale and good out from the mill, the mill already ensure the following minimum was available in document verification as per below:-</p> <p>CPO</p> <p>The name and address of the buyer; IOI Edible Oils Sdn Bhd</p> <p>The name and address of the seller; IOI Commodity Trading Sdn Bhd</p> <p>The loading or shipment / delivery date; 11/5/2021</p> <p>The date on which the documents were issued; 11/5/2021</p> <p>RSPO certificate number; RSPO 687135</p> <p>A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); CSPO/IP</p> <p>The quantity of the products delivered; 35920 kg</p> <p>Any related transport documentation; CSPO contract (Ref C19281/2105)</p> <p>A unique identification number: Weighbridge ticket ; CP21000332/ Transaction no: TR-e32dd905-8cc8</p> <p>PK</p> <p>The name and address of the buyer; IOI Edible Oils Sdn Bhd</p> <p>The name and address of the seller; IOI Commodity Trading Sdn Bhd</p> <p>The loading or shipment / delivery date; 1/10/2021</p> <p>The date on which the documents were issued; 1/10/2021</p>	<p>Complied</p>

		<p>RSPO certificate number; RSPO 687135</p> <p>A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); CSPK/IP</p> <p>The quantity of the products delivered; 31730 kg</p> <p>Any related transport documentation; CSPK contract (Ref C20583/2110)</p> <p>A unique identification number: Weighbridge ticket ; PK21000282/ Transaction no: TR-03eacc9c-2480</p>	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide</p>	<p>The mill have updated procedure on handling, refer title RSPO Supply Chain -Identity Preserve (IP) RSPOSC/SOP/IP/3 Rev: 08 dated 31/10/2020.</p> <p>Outsourcing only applicable for CPO despatch based on the delivered contract with buyers. No outsourcing for PK despatch that have ex-mill contracts with buyers. Sighted the contract agreement as following;-</p> <p>CPO transporter (Pengangkutan Ya Hen Sdn Bhd)</p> <p>Agreement between Ladang Sabah Sdn Bhd with Pengangkutan Ya Hen Sdn Bhd was valid from 1/8/2019 until 31/7/2022. The transporter already sign the Transport Policy dated 1/8/2019 stated that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>Palm Kernel transporter(Juita Baru Sdn Bhd)</p> <p>Agreement between Ladang Sabah Sdn Bhd with JUita Baru Snd Bhd was valid from 1/8/2019 until 31/7/2022. The transporter already sign the Transport Policy dated 1/8/2019 stated that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p>	<p>Complied</p>

	relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The mill have a record of all contact detail for transporter and updated. The record was stated under stakeholder list dated Jan 2022.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	No changes of transporter and the mill aware on requirement to inform CB in advance in case of new outsource contractor appointed.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. 	<p>Ladang Sabah POM has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements.</p> <p>As per the RSPO Supply Chain – Module D – CPO Mills: Identity Preserved (IP) procedure, the records retention for RSPO Supply Chain related records and reports to be retained for a minimum of 2 years’ period. Sampled records of FFB weighbridge tickets and daily production records for last 2 years were still in place for verification.</p> <p>The material and products movement on real-time basis is recorded in “Month End Production Report” for both CPO and PK. The data is summarised in “CPO/PK Mass Balance Calculation (Internal Process & Output for Financial Year XX/YY”. Among the information available in the format is date, FFB processed, OER, CPO amount [opening, produced and closing] and transferred CPO [mill weight, refinery weight].</p>	Complied

	c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER available in Table 10 of full public summary report.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	As per mill monthly production records, the record was updated and available for reviewed.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	The mill have updated procedure on handling, refer title RSPO Supply Chain -Identity Preserve (IP) RSPOSC/SOP/IP/3 Rev: 08 dated 31/10/2020. From the record verification no outsider FFB accepted in Ladang Sabah POM. The FFB source only from supply base as per RSPO Ladang Sabah certificate.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly.	Complied

3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use verified as per interview and document review such as sustainability report etc. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. IOI Corporation Berhad has obtained Trademark License from RSPO. The trademark license# is 2-0002-04-100-03 which is valid from 25/1/2022 to 24/1/2024.</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>IOI Group has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website: https://www.ioigroup.com/Content/BUSINESS/B_Product</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. <p>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.</p>	<p>IOI Group has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website: https://www.ioigroup.com/Content/BUSINESS/B_Product</p>	Complied
4.3	<p>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.</p>	<p>IOI Group does not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Complied

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.	IOI Group ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Complied
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.	No RSPO corporate logo used as evidence during the document audit and site visit.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and sales contract to the next supply chain actor or buyer.	Not Applicable
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.	The requirements of the RSPO SCCS are adhered to and was verified from the sampled weighbridge tickets of the sales of CPO.	Not Applicable
5.3	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: 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.	Not applicable as Ladang Sabah POM is neither distributors nor wholesalers.	Not Applicable

	b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
Business to consumer communication			
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.	Ladang Sabah POM does not made any product specific claim.	Complied
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 to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
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 to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not applicable to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	Not applicable to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
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 to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
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 to Ladang Sabah POM as they do not conduct business to consumer claims.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be	There was no use of RSPO Trademark logo used on product claim.	Complied

	<p>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.rsपो.org.</p>		
<p>MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES</p>			
<p>Certified oil palm content (IP)</p>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>Oil palm content is 100% CPO and claim as RSPO IP-certified.</p>	<p>Complied</p>
	<p>For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.</p>	<p>Not Applicable for Ladang Sabah POM.</p>	<p>Not Applicable</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>Oil palm content is 100% CPO and claim as RSPO IP-certified. All infeed material (FFB) is RSPO certified.</p>	<p>Complied</p>
<p>Labelling and trademark (IP)</p>			
	<p>Members are allowed to use the RSPO label in one of the following ways: a. RSPO trademark which includes the tag 'CERTIFIED' or b. RSPO trademark which includes the tag 'This product contains certified</p>	<p>As to date, no RSPO trademark used by the facility.</p>	<p>Complied</p>

	<p>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>		
<p>Messaging (IP)</p>			
	<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 RSPOcertified 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 • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	<p>There had been no claim made using RSPO logo & trademark by the mill.</p>	<p>Not Applicable</p>
<p>Principle 4: Respect community and human rights and deliver benefits</p>			

Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	The IOI Sustainability Oil Palm Policy dated October 2020 documented the commitment towards protecting human rights defenders against threats and retaliation in accordance to the Universal Declaration of Human Rights.	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	Interview with workers, external stakeholders including the Department of Human Resource Sabah, surrounding communities confirmed that they have not received any reports or heard of any violence used by the management in operating the business.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>The certified unit has continued maintaining the existing Grievance Procedure and the latest Whistle-Blower mechanism has enhanced the anonymity of complainant. The grievance mechanisms are implemented through continuous briefing during muster and continuous awareness to publishing the information at notices board located at muster ground, office vicinity and housing vicinity. Significant repeated grievance that requires long term management are embedded into the Social management plan.</p> <p>As per the Sustainable Oil Palm Policy dated October 2020, the certified unit is committed to protect human rights defender.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	The certified unit has continued maintaining the existing Grievance Procedure and the latest Whistle-Blower mechanism has enhanced the anonymity of complainant.	OFI

		<p>The procedures are continuously briefed to the workers during muster call and the procedures are made available on notice boards and places where is easily seen by workers e.g. grocery stores.</p> <p>OFI: The Hotline state in the procedure could further improve by including the IOI Sabah hotline.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The grievance book were reviewed. Over the last 12 months most of the grievance are more like request for house fix and requesting use of company assets. These "grievance" are attended and acknowledge by requester / complainant.</p> <p>There are few significant grievances which are managed under the social management plan as they are long term and required continuously monitoring.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per the Grievance Procedure (IOI/P/GP/001) rev 1 dated 20/01/2020 stated that "if required during the process, IOI and the complainant can agree to involve a neutral third party facilitator, mediator or specific social, environmental expert, particularly where issues are complex or multiple groups are involved"</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>IOI Sabah has made contributions to community development especially in providing education through joining Humana program and encourage Community Learning Centre (CLC). Results of stakeholder consultation with Humana teachers has further enhance contribution only school stationaries.</p> <p>In 2022, IOI Sabah region has started a new program to provide free lunch for the Humana and CLC students.</p> <p>Other kind of contributions are usually based on request such as borrowing company assets and contributions in a form of donations.</p>	Complied

		As a Group, IOI has contributed to other community development in year 2021. The contributions focuses on health care. Other information can be found in the IOI website. (https://www.ioigroup.com/Content/CI/Corp_Responsibilities).	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Below land titles were reconfirmed during this audit:</p> <p>1. Laukin Estate, the previous audited land ownership remains valid. The land was developed since Yayasan Sabah (Sabah Foundation) and fully transferred to Safima Plantations Sdn Bhd (holding company for Laukin Estate) on 10/09/1994. Prior to that, the land was first sub-lease by Sabah Foundation to Safima Plantations Sdn Bhd on 06/12/1986. As per the land title (Title No. 085317942), the 2,128ha land is not customary land. As the estate has been long developed, FPIC process is no more applicable for Laukin Estate.</p> <p>Terusan Baru Estate, the previous audited land ownership remains valid. There are 4 parcel of lands under this operating unit. Title number – 095310946, 095310937, 096290103 and 085322710. These lands were transferred from another companies and lands were developed as agriculture land prior finally taken over by Mayvin Incorporated Sdn Bhd (a subsidiary of IOI whom is the holding company of Terusan Baru estate) or direct transfer from Sabah State Government. As the estate has been long developed, FPIC process is no more applicable for Terusan Baru Estate.</p>	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.	Not Applicable

4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.</p>	Not Applicable
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.</p>	Not Applicable
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.</p>	Not Applicable
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.</p>	Not Applicable
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.</p>	Not Applicable

4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.	Not Applicable
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	All of the estates within the certified unit have been long developed prior to RSPO and lands are directly leased with the Sabah State Government. While there is no new development, the FPIC is not applicable.	Not Applicable
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However</p>	Not Applicable

	<p>associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no</p>	Not Applicable

	<p>under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p>	Complied

		In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given. In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given. In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.	Not Applicable
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given. In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.	Complied

4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Complied
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.</p> <p>In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.</p>	Not Applicable
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties</p>	<p>There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no</p>	Not Applicable

	involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given. In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019. Interview conducted with surrounding population and land owners has not recorded any land conflict.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given.	Not Applicable
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There is no new land acquisition. As per estates land titles verified (as per indicator 4.4.1), lands occupied by the certified unit are government leased land. While there is no new planting, FPIC is no more applicable. However through interviewing surrounding populations and communities user rights especially on sharing roads are still given. In any circumstances of land dispute, it will be managed using the Grievance Procedure for Land Owner dated March 2019.	Not Applicable
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	The prices paid for FFB was publicly available at weighbridge area and updated by weekly. There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.	Not Applicable

5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -</p>	<p>There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.</p>	Not Applicable								
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -</p>	<p>There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.</p>	Not Applicable								
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -</p>	<p>There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.</p>	Not Applicable								
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -</p>	<p>There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.</p>	Not Applicable								
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -</p>	<p>There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.</p>	Not Applicable								
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -</p>	<p>The weighbridge equipment was latest verified by Metrology Corporation Malaysia Sdn. Bhd. Latest calibration was verified as below for weighbridge as below: -</p> <table border="1" data-bbox="1142 1321 1926 1367"> <thead> <tr> <th data-bbox="1142 1321 1339 1367">Weighbridge</th> <th data-bbox="1339 1321 1536 1367">Date</th> <th data-bbox="1536 1321 1733 1367">Safety Sticker</th> <th data-bbox="1733 1321 1926 1367">Serial no</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Weighbridge	Date	Safety Sticker	Serial no					Complied
Weighbridge	Date	Safety Sticker	Serial no								

		A	07/01/2021	DE18004089	1503429	
		B	23/01/2021	19K056945	16215024	
		C	06/05/2021	2IKQ013500	1510045	
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.				Not Applicable
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.				Not Applicable
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.						
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.				Not Applicable
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.				Not Applicable

5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.	Not Applicable
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	There is no smallholders scheme or send their FFB to Ladang Sabah POM. Ladang Sabah POM is receive FFB only from its own supply bases. Ladang Sabah POM was an IP mill. Thus, this indicator was not applicable.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	The IOI Sustainability Oil Palm Policy dated October 2020 documented the overall group's commitment towards equal opportunities for all employees, regardless of race, nationality, religion or gender. A prevailing Equal Opportunity Employment & Freedom of Association Policies dated October 2017 details IOI's commitment. The implementation of the group's policies include briefing/sharing during stakeholder consultation, internal training/morning briefing and publish on notice boards (Sustainability Corner). Interview with workers and selected external stakeholders are able to confirm that the policies are made know to them.	Complied

6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Interview with workers have not observed any sort of discrimination. Especially on the recruitment fees, levy fee, work pass renewal are all managed by the certified unit. Workers are not required to pay any form of cost related to recruitment and renewal of work pass.</p> <p>Workers salary slips (a total of 60 samples were selected) for the month of September – November 2021 was reviewed. Selection include different gender, nationality, work stations and work type. The review of the slips demonstrated equal amount of overtime offerings, no unethical/bias deduction and all relevant contribution are given to the workers.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>The Foreign Workers Recruitment and Renewal SOP (IOI/SOP/HRD/20-144) dated 10/07/2020 and SOP for Workers on HR Matter (IOI/SOP/HRD/20-156) dated 12/08/2020 established the mechanism to employ foreign and local workers.</p> <p>The procedures provide clear flowcharts from recruitment, retirement until termination. Review of the 60 workers files sampled during this audit demonstrated that medical fitness is one to the elements for job selection. However this is not considered as discrimination as it is important to know if the worker is fit for the job. The registration cards of the workers does not specifically state any illness. The cards only state "Fit for work".</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Pregnancy test records were verified at Bimbingan 1 Estate. The tests were conducted with consent and it is confirmed during female workers interview. The tests were conducted especially for female whom are handling chemical includes pesticide and fertilizer to ensure early detection and rearrangement of work task can be done as soon as possible.</p> <p>As stated in 6.1.2 above there is no discrimination observed.</p>	Complied

6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>IOI established the Women & Empowerment Committee (WEC) to address issues concerning to the minority gender. During the interview with the Mill WEC chairperson, programs such as harassment awareness and social activities to enhance hominization.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Workers salary slips (a total of 60 samples were selected) for the month of September – November 2021 was reviewed. Selection include different gender, nationality, work stations and work type. The review of the slips demonstrated equal amount of overtime offerings, no unethical/bias deduction and all relevant contribution are given to the workers.</p>	Complied
<p>Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>The employment contract is drafted according to the Sabah Labor Ordinance Cap.67. Both local and foreign employment adopt the same contract. As Sabah State has not recognised the Malaysian National Union for Plantation Workers, no collective agreements is in place. IOI has implemented Employee Consultative Committee. The mill’s ECC Chairperson understood that he has the power to negotiate on the terms of employment. However this was not practice so far. At the estates, the piece rate pricing are published on notice board. Sample of workers’ employment contract were reviewed to confirm contracts are in Bahasa Malaysia. Bahasa Malaysia language is deemed appropriate and sufficient as generally the workers of the certified units are either local, Indonesian or Southern Filipino whom understand Bahasa Malaysia. Furthermore, as stated in the employment contract, it is the responsibility of the company to explain the terms of employment and the company regulations before the workers signs the</p>	Complied

		contracts. In general, the workers understood the basic employment terms.	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>A sample of 60 workers was reviewed. Selection include different gender, nationality, work stations and work type. Contracts are available and addendum of some original contracts were made due to the revision of minimum wage. The contracts have include the minimum requirement include holiday entitlement, salary, deductions, work hours, termination and resignation and reference to the Sabah Labour Ordinance.</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>A total of 60 workers salary slips samples for the month of September – November 2021 were reviewed. Selection include different gender, nationality, work stations and work type. The review of the slips demonstrated equal amount of overtime offerings, no unethical/bias deduction and all relevant contribution are given to the workers.</p> <p>The deduction allowed by the Sabah Human Resource dated 25/08/2020 includes – deduction for dependent’s travel document, deduction for dependent’s passport, deduction for club house, deduction for recreation centre, deduction for buffalo, deduction for electricity payment, deduction for dependent medical cost and others including telephone bill, petrol, grocery stores and religious matters. However this approval is a cover approval for the whole IOI Sandakan Region operations. The deductions may not be applicable to all workers.</p> <p>Review on the salary slips does not show unjustified deductions. The deductions are mainly for religious matters, medical for dependents and travel documents for dependents.</p> <p>Review of the slips did not show overly overtime and any overtime are paid accordingly. It was observed that FFBS are counted as</p>	Complied

		<p>double if the harvesting was done during rest days while any work on rest day or work after the usual 8 hours (for those whom are employed as daily wage earners) are paid accordingly.</p> <p>Review of the slips also show that sick leaves and public holidays are paid accordingly.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Workers are provided with housing with toilets, electricity and clean water. In general, each worker will have 1 house to accommodate them and their family. A visit to the housing compound could not identify over crowded housing. Each worker are provided with sufficient space. The certified unit conducted periodic house census. The records of Bimbingan 1 estate and Laukin estate was reviewed.</p> <p>The review of the estates’ budget shows continual allocation to maintain the housing facilities and replace old quarters. Example at Terusan Baru estate, for FY2020/2021 a total of RM414,600 was allocated for new quarters construction and RM337,094 was allocated for housing and compound upkeep.</p> <p>Other basic amenities available to workers includes – sport facilities, praying facilities, crèches, grocery shops, clinics and schools.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>In all the sample estates, grocery shops are available. Basic food item such as rice, eggs, salt, sugar, noodles, can food, fresh meat are available. Other more luxury items and basic needs such as soap and shampoo are also available. Interview with store owners confirmed that upon worker request, they will assist workers to purchase other unavailable item such as electrical appliances.</p> <p>In controlling the basic necessity item, the certified unit has implemented monthly monitoring of item prices. Stores owners are aware that they are not allow to raise the prices without</p>	Complied

		<p>justifications. On a general price structure, the price of the items are about 30% of the wholesale price.</p>	
<p>6.2.6</p>	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO</i></p>	<p>There is currently no published Decent Living Wage by GLWC for Malaysia. However, the certified unit has calculated a living wage derived from the in-kind benefits provided to the workers. The calculation include housing basket, medical, education and transportation. The average living wage calculated for the certified unit is RM607.56. In lieu to no GLWC published decent living wage, the certified unit has continued to pay workers based on the national minimum wage of RM1,100 per month or RM42.13 per day.</p>	<p>Complied</p>

	<p>will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>The employment list were verified. There is no casual or temporary workers are employed for core works. However, the FFB transportation from the estates to the mill are sub-contracted to local transporter. Interview with the contractors confirmed that they have no hired any workers and is all by self-employment.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The IOI Sustainability Oil Palm Policy dated October 2020 documented the overall commitment towards upholding the right to freedom of association and recognized the right to collective bargaining and allow trade union to have access to workers. The group policy is complemented with Equal Opportunity Employment and Freedom of Association Policies dated October 2017.</p>	Complied

		<p>The implementation of the policy are though continuous daily briefing, publication on notice boards and explained to workers during inductions.</p> <p>Interview with workers confirmed that they are aware on the company's policies and procedures.</p> <p>As there is no plantation trade union in Sabah, the certified unit has recognized the workers' rights to form consultative committees.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Ladang Sabah complex is located in Sabah, Malaysia and there is no registered trade union. Therefore, the certified unit is implementing Employee Consultative Committee (ECC). The ECC is engaging with the management through Joint Consultative Committee (JCC) meeting. The last JCC meeting for mill was conducted on 07/12/2021.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Each operating unit has it ones ECC and each ECC is chair by ECC Chairperson voted by the workers. The formation of the ECC president is by workers' nomination. This was confirmed during interview with the ECC presidents.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>The IOI Sustainability Oil Palm Policy dated October 2020 documented the overall commitment towards protecting child labor which extended to contractors, agents and sub-agents.</p> <p>The service contracts of the FFB transporter were reviewed and the terms of service stated of prohibition of child labor. Furthermore, the contractors whom are the stakeholder of the certified unit has also been continuously made aware on the polices related to child labour. Interview conducted with the contractors confirm their knowledge of such.</p>	Complied

6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Workers files sampled during this audit did not find any child or young labors were employed. As per the recruitment procedure the age verification is done through checking the Malaysian Identity card or passport.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Reference to the operating units master list, there is no young person employed. This information was cross-checked with Humana teachers. As per the interview outcome, the estate managers has always emphasize Humana teachers to embed the knowledge of not entering the field to the children. The Humana teachers on a continually brief this to the students during morning assembly.</p> <p>Field observation did not detect any young or child labor. Additionally, the certified unit has recently start religious school for children whom have not started Humana school. This initiative is to further eliminate any possible chances of parents bringing their children to field.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The no child labour policy is communicate through several channels including external stakeholder consultation, morning briefing, periodic training, employment induction training and publication of the company policies on Sustainability Corner made available at housing complex and office vicinity. The certified unit does not received outside FFB crops. However the information is still being share to the surrounding communities related to importance of no child labor in their respective works.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p>	<p>The IOI Sustainability Oil Palm Policy dated October 2020 documented the overall commitment towards promoting safe and healthy work place that is free from sexual harassment and other</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	- Critical (Major) compliance -	<p>hazards. The commitment is complemented with Guidelines for Handling Harassment at Workplace (IOI/G/SE/004) rev 02 dated 26/11/2020.</p> <p>The implementation of the policy are though continuous daily briefing, publication on notice boards and explained to workers during inductions.</p> <p>Interview with female workers confirmed that they are aware on the company's policies and procedures. Cross-checked with Health Assistances and Securities officers further confirmed that there were no reports of sexual harassment at the sampled estates.</p>	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>The IOI Sustainability Oil Palm Policy dated October 2020 documented the overall commitment towards protecting reproductive health of women employees and promote women empowerment. The commitment is complemented with Guidelines on Reproductive Health (IOI/G/SE/002) rev 02 dated 05/10/2020.</p> <p>The implementation of the policy are though continuous daily briefing, publication on notice boards and explained to workers during inductions. Interview with female workers confirmed that they are aware on the company's policies and procedures.</p> <p>Records of pregnant workers are available and the new mother needs are assessed. This shows that the certified unit is protecting reproductive rights.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>The new mothers needs were assessed usually by the WEC and sometimes the HA depending on the operating unit setup. Since December 2021, an improved assessment method was implemented with standardized form and questions. Up-to-date, there new mothers needs are usually requesting flexible working time to allow them to nurse the baby and to provide transport for baby screening/vaccination.</p>	Complied

6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Interview was conducted with mill Women and Empowerment Committee (WEC). No complaints related to sexual harassment was recorded over the last 12 months. The chairlady of the mill’s WEC informed that shall there is any complaint related to sexual harassment, workers can raise it either through the WEC or the Whistle-blower hotline.</p> <p>Interview with female workers confirmed that they are aware on the company’s policies and procedures. Cross-checked with Health Assistances and Securities officers further confirmed that there were no reports of sexual harassment at the sampled estates.</p>	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>As stated in indicator 6.2.1 and 6.2.2 above, sampled of 60 workers shows that employment are voluntary. Interviewed with workers confirmed that they are not forced into the employment. The passports of the workers and their dependents are kept by themselves.</p> <p>Review of the salary payments and payslip did not identify any holding of wages.</p> <p>Over the last 12 months, there were no new employment of foreign labors at the sampled estates.</p> <p>Interview with workers did not show any evidence that they are forced to work and required to pay bondage if they want to return to the home country for holiday. As per the work agreement, workers are free to resign the employment with notice period without having paying termination penalty.</p>	Complied
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Policy and commitment of IOI towards the foreign workers is documented in the Sustainable Oil Palm Policy dated October 2020 and complimented by the Foreign Workers Recruitment and Renewal SOP (IOI/SOP/HRD/20-144) dated 10/07/2020.</p>	Complied

		<p>IOI Group has implemented additional controls in foreign workers hiring. Previously workers employments are 100% managed by estates. Since March 2020, a full system modification was made whereby the estates only make request and application for new foreign workers. The IOI Sandakan Region HR team will review and approve the employment if it meets the Group's policy and recruitment procedure.</p>	
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded. - Critical (Major) compliance -</p>	<p>The respective Operating Units have appointed their Assistant Manager as the person in charge for safety and environment. The PIC role covers areas of responsibilities on safety, health and welfare of the staff/workers. The Mill and Estates Managers in turn were appointed as the Chairman for the OSH committee. His duties among others was to preside the OSH meetings, discharge the General Duties of Employers and make decision arising out of issues discussed for improvement of Safety, Health, Welfare and the Environment. OSH Committee has been formed consisting of representatives from the management and workers.</p> <p>Workplace inspection in Mill conducted quarterly base, this inspection covered all workstation including biogas area. The latest inspection was on December 2021 before OSH meeting (11/12/2021).</p> <p>For OSH meeting conducted 3 monthly bases, the latest OSH meeting is 11/12/2021.</p> <p>Bimbingan 1 estate Appointment letter for OSH Secretary was available dated 29/5/2020 to Mr Saiful Sopain. This letter valid until 29/5/2022.</p> <p>a. OSH meeting conducted 3 monthly basis, latest record meeting in Bimbingan 1 estate was on 12/11/2021. This meeting involve employer and employee representative and discuss issue</p>	<p>Complied</p>

		<p>pertaining to safety. Previous meeting conducted on 29/7/2021 and 28/5/2021.</p>										
<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The Certification Unit continued to use established procedures contained in their OHS Manual (a) 3.4.2 Accident/Incident Investigation & Reporting and (b) 3.3.4.3 Emergency Prevention, Preparedness and Response. The procedures have been summarized in a flow chart form and displayed at notice boards for mill and estates employees information. Likewise, the respective Operating Unit ERP organization chart and important telephone contact numbers have been established and displayed too. ERT members receive training and practice in emergency procedures.</p> <p>Accident record was available in Ladang Sabah POM, sampling as per below:-</p> <p>JKKP 8/106072/2021 dated 23/1/2022, from the record there 15 accident happen in mill with 2 incident that have more than 5 day MC.</p> <p>For JKKP 6 record available for both accident as per detail below:-</p> <table border="1" data-bbox="1137 954 1926 1134"> <thead> <tr> <th>Date incident</th> <th>Name</th> <th>MC</th> </tr> </thead> <tbody> <tr> <td>1/4/2021</td> <td>Sylvester Janeh</td> <td>18 day</td> </tr> <tr> <td>18/10/2021</td> <td>Saparudin bin Nahdini</td> <td>59 day</td> </tr> </tbody> </table> <p>Sighted during site visit, an eyemore already kept for more than 1 month after opening. From the verification, the eye more been used on 1/12/2021.</p> <p>On documentation verification in office, found that the inspection of First aid box was not conducted monthly basis as per first aid module training and not followed as per evaluation</p>	Date incident	Name	MC	1/4/2021	Sylvester Janeh	18 day	18/10/2021	Saparudin bin Nahdini	59 day	<p>Non-compliance</p>
Date incident	Name	MC										
1/4/2021	Sylvester Janeh	18 day										
18/10/2021	Saparudin bin Nahdini	59 day										

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>of compliance to legal requirement under appendix 1 dated 1/8/2012. The record showed on Jan 2022, 4 from 12 first aid box been done inspection and June 2021, the inspection only done for 1 first aid box out of 17 first aid box. Thus Minor NC been raised.</p>																																				
<p>6.7.3</p>	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers at the mill and estates have been trained in safe work practices including use of PPE related to their job function. Sampling in Bimbingan 1 estate for P&D sprayer :- Training conducted on 14/7/2021 in house training conducted by Saiful Sopain attended by 7 workers for sprayer. PPE Record verification; -</p> <table border="1" data-bbox="1137 751 1926 1209"> <thead> <tr> <th>Item</th> <th>1SPA/101/0718/4264</th> <th>1SPA/101/0121/27236</th> <th>1SPA/101/0917/4370</th> <th>1SPA/101/0912/4178</th> </tr> </thead> <tbody> <tr> <td>Respirator</td> <td>5/11/2021</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Ear plug</td> <td></td> <td></td> <td>11/8/2021</td> <td>11/8/2021</td> </tr> <tr> <td>Nitrile glove</td> <td>26/8/2021</td> <td></td> <td></td> <td></td> </tr> <tr> <td>PVC boot</td> <td>30/4/2021</td> <td>21/7/2021</td> <td></td> <td></td> </tr> <tr> <td>Filter</td> <td>5/11/2021</td> <td>28/7/2021</td> <td></td> <td></td> </tr> <tr> <td>Safety Helmet</td> <td></td> <td></td> <td>11/8/2021</td> <td>11/8/2021</td> </tr> </tbody> </table>	Item	1SPA/101/0718/4264	1SPA/101/0121/27236	1SPA/101/0917/4370	1SPA/101/0912/4178	Respirator	5/11/2021				Ear plug			11/8/2021	11/8/2021	Nitrile glove	26/8/2021				PVC boot	30/4/2021	21/7/2021			Filter	5/11/2021	28/7/2021			Safety Helmet			11/8/2021	11/8/2021	<p>Complied</p>
Item	1SPA/101/0718/4264	1SPA/101/0121/27236	1SPA/101/0917/4370	1SPA/101/0912/4178																																		
Respirator	5/11/2021																																					
Ear plug			11/8/2021	11/8/2021																																		
Nitrile glove	26/8/2021																																					
PVC boot	30/4/2021	21/7/2021																																				
Filter	5/11/2021	28/7/2021																																				
Safety Helmet			11/8/2021	11/8/2021																																		
<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>The coverage of insurance provision in accordance with Malaysia law through SOCSO contribution was insufficiently evident for the workers as following: Bimbingan 1 estate</p>	<p>Complied</p>																																			

		<table border="1"> <tr> <td rowspan="5">December 2021</td> <td>Workers ID</td> <td>SOCOSO (RM)</td> </tr> <tr> <td>1SPA27236</td> <td>19.40</td> </tr> <tr> <td>AU120034</td> <td>30.60</td> </tr> <tr> <td>C4647981</td> <td>21.90</td> </tr> <tr> <td>C3822749</td> <td>29.40</td> </tr> </table>	December 2021	Workers ID	SOCOSO (RM)	1SPA27236	19.40	AU120034	30.60	C4647981	21.90	C3822749	29.40														
December 2021	Workers ID	SOCOSO (RM)																									
	1SPA27236	19.40																									
	AU120034	30.60																									
	C4647981	21.90																									
	C3822749	29.40																									
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>December 2021</p> <table border="1"> <tr> <td rowspan="5">December 2021</td> <td>Workers ID</td> <td>SOCOSO (RM)</td> </tr> <tr> <td>C4644268</td> <td>21.90</td> </tr> <tr> <td>C3823010</td> <td>21.90</td> </tr> <tr> <td>C4644278</td> <td>20.60</td> </tr> <tr> <td>AS377085</td> <td>21.90</td> </tr> </table>	December 2021	Workers ID	SOCOSO (RM)	C4644268	21.90	C3823010	21.90	C4644278	20.60	AS377085	21.90	<p>The occurrence of accidents recorded for YTD December 2020 is as shown below:</p> <table border="1"> <thead> <tr> <th>Operating unit</th> <th>LTI</th> <th>Cases</th> </tr> </thead> <tbody> <tr> <td>Laukin estate</td> <td>82.60</td> <td>10</td> </tr> <tr> <td>Ladang Sabah POM</td> <td>48.13</td> <td>2</td> </tr> <tr> <td>Terusan Baru estate</td> <td>76.14</td> <td>20</td> </tr> </tbody> </table>	Operating unit	LTI	Cases	Laukin estate	82.60	10	Ladang Sabah POM	48.13	2	Terusan Baru estate	76.14	20	Complied
December 2021	Workers ID	SOCOSO (RM)																									
	C4644268	21.90																									
	C3823010	21.90																									
	C4644278	20.60																									
	AS377085	21.90																									
Operating unit	LTI	Cases																									
Laukin estate	82.60	10																									
Ladang Sabah POM	48.13	2																									
Terusan Baru estate	76.14	20																									
<p>Principle 7: Protect, conserve and enhance ecosystems and the environment</p>																											
<p>Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>																											

<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -</p>	<p>The estates continue to implement biological control for the oil palm pest in the plantation such as leaf eating pest and rats among others. IPM techniques applied at the estates include monitoring of pest numbers and the use of triggers for initiation of control measures. Census records show that there was minimal outbreak of leaf eating pest. Although there have been minimal outbreaks of leaf eating pests, beneficial plants are being established to attract natural predators and further reduce the outbreak.</p> <p>Rat Census The management already conduct rat census on monthly basis and result latest was 1.23% (Pest damaged now) and old damage was 0.92%</p> <p>Records show that the estates have planted beneficial plants such as 60% of Cassia cobanensis , 20% of Turnera subulata and 20% of Antigonon leptopus. Sampling implementation of IPM plan as per verification in Bimbingan 1 estate for todate Dec 2021. The actual planting as per below:-</p> <table border="1" data-bbox="1144 975 1921 1155"> <thead> <tr> <th>Field</th> <th>Antigonon Leptopus</th> <th>Tunera Subulata</th> <th>Cassia Cobanensis</th> </tr> </thead> <tbody> <tr> <td>20A</td> <td>28.5</td> <td>94.5</td> <td>-</td> </tr> <tr> <td>96A</td> <td>37.50</td> <td>107</td> <td>109</td> </tr> </tbody> </table>	Field	Antigonon Leptopus	Tunera Subulata	Cassia Cobanensis	20A	28.5	94.5	-	96A	37.50	107	109	<p>Complied</p>
Field	Antigonon Leptopus	Tunera Subulata	Cassia Cobanensis												
20A	28.5	94.5	-												
96A	37.50	107	109												
<p>7.1.2</p>	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -</p>	<p>Plan to prevent and monitor the spread of species reference in the Global Invasive Species Database and CABI.org. This is not practiced in the sampling estate. None of species were referenced in the Global Invasive Species Database are used in the management of IPM.</p>	<p>Complied</p>												

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>No evidence and record showed using fire for pest control in all estate. Ladang Sabah production unit has committed to Zero Burning compliance as spelt out in the Environmental Policy.</p>	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Justification of pesticides applied is available in the Agricultural Policies, Section 6.0: Weeding – Weed Control and Section 9.0: Pest and Disease. The use of pesticide is specific to the targeted pest, weed and disease. Justification takes consideration to minimize effect on non-target species. Chemicals allowed use in estate is available dated 28/2/2021. It include Glyphosate, Metsulfuron methyl, Triclopyr, Fluoxypyr 1 –methyl, Brodifacoum, Propineb, cypermethrin and Diuron.</p> <p>In addition to the above, IOI Group Sustainable Palm Oil Policy, jointly signed by Group CEO and Group Head of Sustainability, under item 4 Existing Plantation, Subheading Environmental Management states that: No use of paraquat and pesticides that are categorised as World Health Organisation Class 1A or 1B.</p> <p>The use of other Class 1 Chemicals (such as metamidophos and monocrotophos) approved by the Pesticides Board and included in the MPOB list of approved Pesticide for use in oil palm plantations can only be carried out under strict supervision and in absolutely necessary circumstances such as severe outbreak and critical pest infestation, and, with special method of application specified in the Highly Toxic Pesticides Regulation 1996 of the Pesticides Act 1974, after authorization has been received from relevant authorities.</p>	Complied
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p>	<p>Records of pesticides used (including active ingredients used and area treated, amount of active ingredients applied per ha and number of applications) were established and monitored. The table</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>below shows records of weedicide /pesticide use for the last two financial years.</p> <table border="1" data-bbox="1144 427 1733 608"> <tr> <td>Glyphosate</td> <td>Bimbingan 1 estate</td> <td>Terusan Baru Estate</td> </tr> <tr> <td>2021</td> <td>1.101</td> <td>0.766</td> </tr> <tr> <td>2020</td> <td>1.11</td> <td>1.78</td> </tr> </table> <table border="1" data-bbox="1144 659 1733 839"> <tr> <td>Triclopyr Butoxy ethyl</td> <td>Bimbingan 1 estate</td> <td>Terusan Baru Estate</td> </tr> <tr> <td>2021</td> <td>0.228</td> <td>0.0</td> </tr> <tr> <td>2020</td> <td>0.179</td> <td>0.169</td> </tr> </table>	Glyphosate	Bimbingan 1 estate	Terusan Baru Estate	2021	1.101	0.766	2020	1.11	1.78	Triclopyr Butoxy ethyl	Bimbingan 1 estate	Terusan Baru Estate	2021	0.228	0.0	2020	0.179	0.169	
Glyphosate	Bimbingan 1 estate	Terusan Baru Estate																			
2021	1.101	0.766																			
2020	1.11	1.78																			
Triclopyr Butoxy ethyl	Bimbingan 1 estate	Terusan Baru Estate																			
2021	0.228	0.0																			
2020	0.179	0.169																			
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans. - Critical (Major) compliance -</p>	<p>The IPM implementations described in Indicator 7.1.1 are meant to minimize the use of pesticides. The management encourage establishing biological control as per IPM plan. The implementation in the field is consistent with the IOI Group SOP. Implementation such as beneficial plant programme in estate was available can refer to indicator 7.1.1.</p>	Complied																		
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -</p>	<p>No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates visited.</p>	Complied																		
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p>	<p>IOI only purchase chemicals that are registered under the Malaysian Pesticides Act 1974 (Act 149) and Regulations. Sighting of the Chemical Register dated 01/01/2021 at these estates showed that only class II, III & IV chemicals were used. There were no Class 1A and Class 1B agrochemicals used. Paraquat</p>	Complied																		

	<p>a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -</p>	<p>was eliminated totally. In its place, alternatives such as Glyphosate were used instead. As per Chemical register in Bimbingan 1 estate dated 31/2/2021, no chemical under class 1A or 1B or that listed by the Stockholm or Rotterdam Conventions, and paraquat</p>	
<p>7.2.6</p>	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out. - Critical (Major) compliance -</p>	<p>Pesticides were handled, used or applied by trained workers in accordance with the product label. In addition to the product label, Safety Data Sheets were used and explained to the participants with emphasis on PPE, health and environmental risks of pesticide exposure; recognition of acute and long-term exposure; ways to minimize exposure to workers and their families; and international and national instruments or regulations that protect workers' health. Training for pesticides handler are as shown in the table below: Bimbingan 1 Estate</p> <ul style="list-style-type: none"> • Training on SOP Spraying and PPE application dated 9/3/2021 by Mr Saiful and Mr Irex. • IPM training by Mr Robert dated 20/5/2021. • USECHH Regulation training by Mr Ikhwan dated 21/5/2021. <p>Terusan Baru Estate</p> <ul style="list-style-type: none"> • Training on spraying P&D dated 9/2/2021 • Training on application chemical in nursery dated 5/4/2021 • Selective spraying dated 29/7/2021 	<p>Complied</p>

7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -</p>	<p>At estates assessed the storage of pesticides was in accordance with the Occupational Safety and Health Act 1994 (Act 514), Regulations and Orders and Pesticides Act 1974 (Act 149) and Regulations. All information regarding the chemicals affixed as product label and the accompanying Safety Data Sheet (see OSH CLASS 2013 Regulations) with details of its usage, hazards, trade and generic names were made available at the chemical store and explained to the workers by Management.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -</p>	<p>Empty pesticides containers were triple rinsed and be reused as premix chemical container or being puncture and stored at designated store before being disposed at collection centre located at Ladang Sabah POM.</p> <p>Approval by DOE has been gained for "Requesting Permission To Gather Scheduled Waste At One Common Collection Centre At Each Group" dated 23/01/2018.</p> <p>Reference letter ASSH9B)91/110/619/001 Jld 22(85). Refer section 2.2 refer collection centre Ladang Sabah POM (Other SW) and Klinik Luangmanis for SW404.</p> <p>Empty pesticide containers were categorized as SW409 according to their SOP. The disposal was made through Licence contractor Lagenda Bumimas Sdn Bhd.</p> <p>Inventory record for reuse as premix container were available at the estate and collection record for All pesticide containers that are triple rinsed and punctured were available as Ladang Sabah POM Schedule Waste record.</p> <p>Latest incoming consignment by Moynod Estate dated 18/12/2021 amounted 0.28 MT and Mill dated 15/12/2021 amounted 0.04 MT.</p> <p>Latest Disposal was made for SW409 dated 27/11/2021 amounted 1.28 MT.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	There was no aerial spraying noted in all estates assessed.	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Following the CHRA conducted at each Operating Unit Annual medical surveillance has been carried out for all pesticide operators at the said estates as recommended by the CHRA Assessor.</p> <p>Medical surveillance record of those operators was examined and all of them were certified fit with no detrimental to health by registered Occupational Health Doctor, HQ/19/DOC/00/00399 from DAB OH Sdn Bhd. See table below date of test, number and category of employees examined and their test findings.</p> <p>Medical surveillance conducted yearly basis, latest conducted on 11/1/2021 and 11/3/2021 at DAB OH Sdn Bhd. Total involve in this medical surveillance was 12 person and result was fit to work.</p> <p>In Bimbingan 1 estate, conducted the medical surveillance for 14 person workers including store attendant, genset operator, workshop and sprayer. This surveillance conducted on 19/5/2021 at DAB OH Sdn Bhd. From the result showed all was fit to work with chemical.</p> <p>Sighted in Terusan baru estate, conducted the medical surveillance for 51 person workers including store attendant, genset operator, workshop and sprayer. This surveillance conducted on 11/1/2021 (46 person) and 11/3/2021(5 person) at DAB OH Sdn Bhd. From the result showed all was fit to work with chemical.</p>	Complied

7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pregnant and breast-feeding women, under-age person and other people that have medical restrictions working with pesticides are strictly prohibited to work with pesticides. Noted, there were women working as sprayers. Verified that the female workers were checked for pregnancy test at three-month interval by the on-site Estate Hospital Assistant. All results showed negative findings. Also, verified master list of workers and interview with management and workers found no record of workers under the of 18 in all estate.</p>	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Wastes management plan is documented and incorporated with internal Environmental Impact Assessment. Among the wastes identified are:</p> <ol style="list-style-type: none"> 1. Scheduled wastes & empty chemical containers 2. Clinical wastes 3. Domestic & recyclable wastes, sewage, and garden residue 4. Scrap iron <p>The waste management plan was not effectively implemented.</p> <p>Environmental Impact Assessment – Management Action Plans & Continuous Improvement Plan for Mill and Estates for the year 2021 and 2022 was referred.</p> <p>During site visit at line site area Laukin Estate, it was observed at recycle bin, there is no segregation of waste for Paper, Plastic, Aluminium and Glass as per their bin types. The training has been conducted on 11/02/2021. The effectiveness of the training could be further improved. It was not in line with 1.1 - Identification & Management Plan of Waste Products, 1.1.3, Domestic & Recyclable waste, sewage, and garden residue "Separation of plastics, glasses and papers".</p>	Non-compliance

		<p>Ladang Sabah POM domestic waste was disposed at Landfill Moynod Estate. During site visit at Landfill Area PM 97 D, it was noticed no segregation of waste (availability of recyclable waste disposed there). It was not in line with 1.1 - Identification & Management Plan of Waste Products, 1.2.6, Landfill "Separation of recyclable waste such as plastics, glasses, tins, iron and paper to be done".</p> <p>During site visit at SW Store Bimbingan 1 Estate, it was found that there is no evidence of labelling of SW stored there. It was not in line with 1.1 - Identification & Management Plan of Waste Products, 1.1.1, Schedule waste & empty chemical container plans "To properly store, label, monitoring and dispose of schedule waste according to Environmental Quality Act 1974. Thus minor NC been raised during this audit.</p>	
<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Procedure of Schedule Waste Management has been established, Refer Schedule waste Management Systems, Schedule waste Guidelines dated 01/01/2015. Reference number IOI/SRO/HSE/SW/01.</p> <p>For Ladang Sabah Sdn Bhd certification unit, the estates were sent their SW waste at collection centre which is Ladang Sabah POM. Approval by DOE has been gained for "Requesting Permission To Gather Scheduled Waste At One Common Collection Centre At Each Group" dated 23/01/2018.</p> <p>Reference letter ASSH9B)91/110/619/001 Jld 22(85). Refer section 2.2 refer collection centre Ladang Sabah POM (Other SW) and Klinik Luangmanis for SW404.</p> <p>Estates and Mill has monitored their inventory and disposal of schedule waste as per Fifth Schedule (Regulation 11) Environmental Quality ACT 1974, Environmental Quality (Scheduled waste) Regulation 2005.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Inventory by Mill and estates has been verified. Sample of Despatch of scheduled waste by estate and Mill:</p> <p><u>Ladang Sabah POM</u></p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> • File reference Number: ASSH/SDK(B)31/152/000/033 • Date Reporting: 30/12/2021 • Waste Generated: SW102, SW104, SW109, SW110, SW305, SW306, SW409, SW410, SW417, SW429 <p><u>Disposal</u></p> <p>Sample 1</p> <ul style="list-style-type: none"> • Disposal consignment note: 2021121516DGOBVW • Date Disposal: 15/12/2021 • SW409: Used Fertilizer Bag 0.34 MT by Lagenda Bumimas Sdn Bhd (Pengangkutan BT) <p>Sample 2</p> <ul style="list-style-type: none"> • Disposal consignment note: 2021121517ANXSEO • Date Disposal: 15/12/2021 • SW429: Discarded Chemical MT by Lagenda Bumimas Sdn Bhd (Pengangkutan BT) <p>Sample 3</p> <ul style="list-style-type: none"> • Disposal consignment note: 20211215MVE0PJ • Date Disposal: 15/12/2021 • SW109: Used Lighting Bulbs 0.07 MT by Lagenda Bumimas Sdn Bhd (Pengangkutan BT) <p>Sample 4</p> <ul style="list-style-type: none"> • Disposal consignment note: 2021121516DEB8P6 	
--	--	---	--

		<ul style="list-style-type: none"> • Date Disposal: 15/12/2021 • SW409: Empty Chemical Containers 1.28 MT by Lagenda Bumimas Sdn Bhd (Pengangkutan BT) <p><u>Inventory for SW at estates.</u></p> <p><u>Laukin Estate</u></p> <p>Sample 1 Date: 17/09/2021 SW: SW417=0.003MT, SW409=0.024MT Destination: Ladang Sabah POM</p> <p><u>Bimbingan 1 Estate</u></p> <p>Sample 1 Date: 04/12/2021 SW: SW305=0.020MT, SW410=0.012MT Destination: Ladang Sabah POM</p> <p><u>Terusan Baru Estate</u></p> <p>Sample 1 Date: 15/09/2021 SW: SW409=0.160MT, SW305=0.200MT Destination: Ladang Sabah POM</p> <p>Awareness Training for related waste management has been conducted. Verified training record, attendance, and photo evidence. Sample of training as below:</p> <p><u>Ladang Sabah POM</u></p> <ul style="list-style-type: none"> • Schedule waste training dated 18/12/2021 • 3R training dated 08/05/2021 <p><u>Laukin Estate</u></p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<ul style="list-style-type: none"> Schedule waste training dated 26/02/2021 Waste segregation training dated 11/02/2021 <p><u>Bimbingan 1 Estate</u></p> <ul style="list-style-type: none"> Scheduled waste training dated 16/03/2021 <p>Safe Work training on Waste Management dated 13/12/2021</p>																
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>Disposal for domestic and non-hazardous waste is through landfilling at designated area within estate. Segregation of non-degradable and degradable waste was done at site and dumping of waste only allowed for degradable waste. Mill domestic waste was managed by estate. Collection of domestic waste has been conducted 3 times a week.</p> <table border="1"> <thead> <tr> <th>Estate / Mill</th> <th>Block No</th> <th>Date Open/Closed</th> </tr> </thead> <tbody> <tr> <td>Ladang Sabah POM</td> <td>PM97D</td> <td>20/01/2022</td> </tr> <tr> <td>Laukin Estate</td> <td>PM95B</td> <td>03/01/2022</td> </tr> <tr> <td>Bimbingan 1 Estate</td> <td>PM97M</td> <td>22/12/2022</td> </tr> <tr> <td>Terusan Baru Estate</td> <td>PM94B</td> <td>01/01/2022</td> </tr> </tbody> </table>	Estate / Mill	Block No	Date Open/Closed	Ladang Sabah POM	PM97D	20/01/2022	Laukin Estate	PM95B	03/01/2022	Bimbingan 1 Estate	PM97M	22/12/2022	Terusan Baru Estate	PM94B	01/01/2022	Complied
Estate / Mill	Block No	Date Open/Closed																
Ladang Sabah POM	PM97D	20/01/2022																
Laukin Estate	PM95B	03/01/2022																
Bimbingan 1 Estate	PM97M	22/12/2022																
Terusan Baru Estate	PM94B	01/01/2022																
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.																		
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	<p>IOI group has established Standard Operation Procedure (StOP) to manage soil fertility. The StOP was revised in March 2020. Among the StOP as follows:-</p> <ol style="list-style-type: none"> Leguminous Cover Plant Manuring, document ref. no. IOI/SOP/A/08 Manual fertilizer Application for immature and mature palm, document ref. no. IOI/SOP/A/09 	Complied															

		<p>3. Wheelbarrow fertilizer application for immature and mature palm, document ref. no. IOI/SOP/A/10 4. Buffalo assisted Manuring for immature and mature palm, document ref. no. IOI/SOP/A/11 5. Semi mechanized manuring for mature palm, document ref. no. IOI/SOP/A/12 6. Empty fruit bunch (EFB) Mulching, document ref. no. IOI/SOP/A/13 7. Palm Oil Mill Effluent (POME) Application, document ref. no. IOI/SOP/A/14 8. Fertilizer Sampling for Analysis, document ref. no. IOI/SOP/A/15 9. Planning and Organization of fertilizer application, document ref. no. IOI/SOP/A/16</p>	
<p>7.4.2</p>	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -</p>	<p>IOI group has established Standard Operation Procedure (StOP) for foliar and soil sampling. The StOP was revised in March 2020. Among the StOP as follows: Foliar Sampling and Soil Sampling 1. Foliar Analysis document ref. no. IOI/SOP/A/41 2. Soil Analysis document ref. no. IOI/SOP/A/42 In the StOP stated that both foliar sampling and soil sampling to be conducted annually. In Bimbingan 1 estate, Agronomist also conduct leaf and soil sampling to ensure the soil fertility and plant health. Latest recommendation was on 7/1/2022 and previously was on 9/8/2021. This recommendation provided by the Research Officer from IOI Research Centre Sabah. From the recommendation 9/8/2021 as per below:-</p>	<p>Complied</p>

		Fertilizer	Recommended	Composition (% Nutrient)							
		NPK Mix	For young palm	(10.6/4.4/19.6)							
		CPD	Immature and replanting	(10/5/18.3/2.4/0.5)							
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The EFB generated from Ladang Sabah POM is used as biofuel at the Boiler Station and also distributed to the Ladang Sabah POM Estate where it is used as a mulch in the field to further fertilize the soil. The Mill also distributes its Decanter Cake to the estate to be used as a mulch as a method to recycle the generated organic waste.</p> <p>EFB is applied at rate of 30 mt/ha as per recommendation by the Agronomist. The applications of mulching are being monitored by the mill and the estate. Sample production records for year 2021 by Mill are as below.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>EFB, MT</th> <th>Decanter Cake, Mt</th> </tr> </thead> <tbody> <tr> <td>Jan – Dec 2021</td> <td>17684.24</td> <td>1932.25</td> </tr> </tbody> </table>			Month	EFB, MT	Decanter Cake, Mt	Jan – Dec 2021	17684.24	1932.25	Complied
Month	EFB, MT	Decanter Cake, Mt									
Jan – Dec 2021	17684.24	1932.25									
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertiliser application was conducted as per StOP established and recommendation by the Agronomist. The estate maintained the fertiliser application records in Daily Cost Book. Reviewed fertiliser application records as follows:</p> <p>Bimbingan 1 Estate</p> <p>Under programme: Oct 2021 (50kg/palm)</p> <p>In Field 19A using 183 bag of CPD dated 13/12 and 14/12/2021 was accurate as per agronomist recommendation.</p> <p>In field 17G using 183 bag of NK Mix dated 20/11, 22/11 and 23/11/2021.</p>			Complied						

Criterion 7.5: Practices minimise and control erosion and degradation of soils.																				
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Soil maps and Soil Surveys and steep terrains are taken into account in plan and operation of the estate as the agronomist that plays a major rule in monitoring and recommending the estate on agronomical operations such as fertiliser inputs. Based on the maps, all the soil of the estates were of mineral types. There are no recognized marginal and fragile soils including steep terrains within the area of the estate as per map and soil sampling result. Among soil series sampled were:</p> <table border="1" data-bbox="1137 687 1933 1031"> <thead> <tr> <th>Estate</th> <th>Type of Soil, series</th> <th>Percentage, %</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Laukin</td> <td>Rumidi</td> <td>87%</td> </tr> <tr> <td>Kertam</td> <td>13%</td> </tr> <tr> <td>Bimbingan 1</td> <td>Lokan</td> <td>100%</td> </tr> <tr> <td rowspan="3">Terusan Baru</td> <td>Sook</td> <td>2%</td> </tr> <tr> <td>Rumidi</td> <td>86%</td> </tr> <tr> <td>Bidu Bidu</td> <td>12%</td> </tr> </tbody> </table>	Estate	Type of Soil, series	Percentage, %	Laukin	Rumidi	87%	Kertam	13%	Bimbingan 1	Lokan	100%	Terusan Baru	Sook	2%	Rumidi	86%	Bidu Bidu	12%
Estate	Type of Soil, series	Percentage, %																		
Laukin	Rumidi	87%																		
	Kertam	13%																		
Bimbingan 1	Lokan	100%																		
Terusan Baru	Sook	2%																		
	Rumidi	86%																		
	Bidu Bidu	12%																		
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>There is no replanting on steep slopes (>25 degrees). It was observed that practices to minimize and control erosion and degradation of soils were in place through:</p> <ol style="list-style-type: none"> 1. Proper stacking of fronds 2. EFB application 3. Avoidance of blanket spraying 4. Construction terraces <p>Road maintenance and maintenance of soft vegetation in the interlines.</p>																		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Verified through site visit and document verification, there is no planting of oil palm on steep terrain. Previously area with steep terrain has been abandoned.	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Referring to Indicator 7.5.1 above where soil series and terrain were analysed, the long-term suitability of land for oil palm cultivation had been taken into account in plans and operations. Guided by IOI Group Standard Operating Procedures (StOPs) for estate Operations Master List dated September 2007 and Agricultural Manual, planting density, land clearing and preparation, leguminous cover plant, manuring, weeding, pest and disease, no planting on steep terrain and others were followed to optimise land usage.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	There is no planting on marginal and fragile soil. Guided by IOI Group Standard Operating Procedures (StOPs) for estate Operations Master List dated September 2007.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil survey and Topography Map was verified. The planning on drainage and irrigation system, roads and other infrastructure Guided by IOI Group Standard Operating Procedures (StOPs) for estate Operations Master List dated September 2007.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no new planting reported and seen during site visit. Additionally, based on the soil map and observation during the site visit, there was no peat soil.	Complied

7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	Not Applicable as there is no peat soil within the sampled estates	Complied
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	Not Applicable as there is no peat soil within the sampled estates	Complied
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	Not Applicable as there is no peat soil within the sampled estates	Complied
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	No peat soil in sampling estate as per verification thus not applicable for this management unit.	Not Applicable

7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	No peat soil in sampling estate as per verification thus not applicable for this management unit.	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	No peat soil in sampling estate as per verification thus not applicable for this management unit.	Not Applicable
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	Sustainability Department has established water management plan and reviewed on annually basis. Latest reviewed was conducted on January 2022. The objectives of the plan were to conserve and to maintain the availability of surface and ground water through pollution prevention. It outlined the method to conserve and minimise pollution of water through implementation of various methods such as best practice of raw water & effluent treatment, maintaining riparian zone, management of land irrigation, maintaining soft vegetation in the field, regular education to employees on conserving water and water pollution preventions. The operating units visited provide the workers with adequate clean water through treated water at water treatment plant. Drinking water analysis was conducted twice per year. Based on site visit and interview, it was verified that workers have access to clean water and management provide clean water without any charge.	Complied

		<p>Among details in the Water Management Plan for Mill and Estates as below: -</p> <p><u>Mill Water management</u></p> <ul style="list-style-type: none"> • Monitoring of the sump house area to ensure no prohibited activity such as spraying • Clearing of tall grass were done manually free from chemical • Monitoring of water pump daily • Monitoring of water usage flow meter to determine both domestic and mill processing • Surface Water Quality Index (WQI) to be analysed monthly • To send drinking water quality to a 3rd Party Laboratory for monitoring. <p><u>Estates Water Management</u></p> <p>Water Treatment Plant</p> <ul style="list-style-type: none"> • Monitor the pump engine daily for any breakdown. Regular checks on any pipes leaks are carried out. • Vegetation along the water catchment is left growth naturally. No EFB dumping or spraying operation allowed at the area • Water chlorination plant has been constructed to threat the water supply before consumption. <p>Water extraction from the river water.</p> <ul style="list-style-type: none"> • To maintain monitor the riparian reserve and the demarcation along the river. • To give awareness regarding to riparian reserve training to the workers especially for the sprayer and manurer • Installation of water flow meter to monitor water distribution of treated water 	
--	--	--	--

		<p>Drinking water quality analysis</p> <ul style="list-style-type: none"> • A program of drinking water quality analysis test has been introduced and established • Management unit / ELO (Environmental Licenced Officer) to ensure the water samples to be test based on the schedule programme. <p>Stream water quality analysis</p> <ul style="list-style-type: none"> • To maintain monitor the riparian reserve and the demarcation along the river • To give awareness regarding to riparian reserve training to the workers especially for the sprayer and manurer <p>Water quality monitoring has been conducted. Refer Certificate of analysis as below: -</p> <p><u>Laukin Estate</u></p> <p><u>Sample: Sample Pipeline water B</u></p> <p>Date sample: 24/08/2021 Date report: 14/09/2021 Report No.: W210824/02 Laboratory: DYNAKEY Laboratories Sdn Bhd</p> <p>Result: Showed parameters do not exceed as per NWQSM guidelines.</p> <p><u>Bimbingan 1 Estate</u></p> <p><u>Sample: River Water</u></p> <p>Date sample: 13/04/2021 Date report: 21/04/2021 Report No.: EL/W/0421/149 Laboratory: Enfirst Laboratories Sdn Bhd</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Result: Showed parameters do not exceed as per NWQSM guidelines.</p> <p><u>Terusan Baru Estate</u></p> <p><u>Sample: Labour Quarters Tank</u></p> <p>Date sample: 20/08/2021</p> <p>Date report: 08/09/2021</p> <p>Report No.: W210820/06</p> <p>Laboratory: DYNAKEY Laboratories Sdn Bhd</p> <p>Result: Showed parameters do not exceed as per NWQSM guidelines unless Coliform count, cfu/100ml showed 5 over parameter 1. Management has put in the Water management plan Section 8 "Management will conduct cleaning of tank and re-test of water to see if the quality improved". The retest of water sampling has been sent to the lab as reference letter DL/MSG/2022/22 dated 27/01/2021.</p> <p><u>Ladang Sabah POM</u></p> <p><u>Sample: Hulu Sg Muanad, Hilir Sg Muanad, Final Discharge X Point.</u></p> <p>Date sample: 27/12/2021</p> <p>Date report: 06/01/2022</p> <p>Report No.: E211227/08A-08C</p> <p>Laboratory: DYNAKEY Laboratories Sdn Bhd</p> <p>Result: Showed parameters do not exceed as per NWQSM guidelines.</p> <p><u>Sample: Raw Water</u></p> <p>Date sample: 09/09/2021</p> <p>Date report: 23/09/2021</p> <p>Report No.: W210909/04A</p>	
--	--	---	--

		<p>Laboratory: DYNAKEY Laboratories Sdn Bhd Result: Showed parameters do not exceed as per NWQSM guidelines.</p>											
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle. - Critical (Major) compliance -</p>	<p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. Verified through site visit found buffer zone has been maintained at the conservation area. Based on Regulation of width of river reserve in Sabah found all estates follow the guidelines:</p> <table border="1" data-bbox="1137 726 1928 976"> <thead> <tr> <th>River width (m)</th> <th>Riparian reserve (m)</th> </tr> </thead> <tbody> <tr> <td>>40</td> <td>50</td> </tr> <tr> <td>20-40</td> <td>40</td> </tr> <tr> <td>3-20</td> <td>20</td> </tr> <tr> <td><3</td> <td>5</td> </tr> </tbody> </table> <p>Verified the monitoring report by 3rd party (Kiwiheng Environmental Consultant) for compliance of "Syarat-syarat Alam Sekitar", Replanting of 16,688 Hectares Oil Palm Plantation at Ladang Sabah Group Estates, District of Beluran, Sabah (JPAS/PP/02/600-1/11/1/17). 1. Report Y1/2021 dated 08/04/2021 2. Report Y2/2021 dated 23/09/2021 3. Report Y3/2021 dated 02/12/2021 Refer Surat Akujanji between IOI Corporation Berhad Sdn Bhd with Jabatan Perlindungan Alam Sekitar dated 09/04/2012, "Syarat-Syarat Alam Sekitar", Proposed Replanting of 16688 Hectares Oil</p>	River width (m)	Riparian reserve (m)	>40	50	20-40	40	3-20	20	<3	5	<p>Complied</p>
River width (m)	Riparian reserve (m)												
>40	50												
20-40	40												
3-20	20												
<3	5												

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Palm Plantation At Ladang Sabah Group Estates, District Of Beluran, By IOI Corporation Berhad".(JPAS/PP/02/600-1/11/1/117).</p>																															
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements. No overflow was observed, and flow meter reading was recorded daily.</p> <p>Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. Effluent Analysis conducted by accredited laboratory, DYNAKEY Laboratories Sdn Bhd and submitted to DOE every 3 months through OER (Online Environmental Report) and in compliance with mill's compliance schedule for quarterly submission. First Schedule (regulation 10(2)) Quarterly Return Form Report reference as below: -</p> <table border="1" data-bbox="1137 879 1937 1166"> <thead> <tr> <th>Qtr.</th> <th>Period</th> <th>Report Date</th> <th colspan="3">BOD Limit <20</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>01/01-31/03/2021</td> <td>17/04/2021</td> <td>17.60</td> <td>18.70</td> <td>16.90</td> </tr> <tr> <td>2nd</td> <td>01/04-31/06/2021</td> <td>12/07/2021</td> <td>2.50</td> <td>12.20</td> <td>13.70</td> </tr> <tr> <td>3rd</td> <td>01/07-30/09/2021</td> <td>13/11/2021</td> <td>19.20</td> <td>18.90</td> <td>16.00</td> </tr> <tr> <td>4th</td> <td>01/10-31/12/2021</td> <td>10/01/2022</td> <td>18.40</td> <td>17.30</td> <td>19.20</td> </tr> </tbody> </table> <p>Verified Stack Emission Monitoring Report for Ladang Sabah POM. 1st Half 2021 Date: 10/07/2021 Reference: LSPOM/ST-B2/2021/1 Boiler: No. 2</p>	Qtr.	Period	Report Date	BOD Limit <20			1 st	01/01-31/03/2021	17/04/2021	17.60	18.70	16.90	2 nd	01/04-31/06/2021	12/07/2021	2.50	12.20	13.70	3 rd	01/07-30/09/2021	13/11/2021	19.20	18.90	16.00	4 th	01/10-31/12/2021	10/01/2022	18.40	17.30	19.20	<p>Complied</p>
Qtr.	Period	Report Date	BOD Limit <20																														
1 st	01/01-31/03/2021	17/04/2021	17.60	18.70	16.90																												
2 nd	01/04-31/06/2021	12/07/2021	2.50	12.20	13.70																												
3 rd	01/07-30/09/2021	13/11/2021	19.20	18.90	16.00																												
4 th	01/10-31/12/2021	10/01/2022	18.40	17.30	19.20																												

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Emission: 393.76 against limit 150.00 (mg/m³@12%CO₂) Remarks: Refer "Lesen Pelanggaran" No.005200: <400mg/m³ valid until 30/08/2022 1st Half 2021 Date: 28/07/2021 Reference: LSPOM/ST-B3/2021/1 Boiler: No. 3</p> <p>Emission: 377.51 against limit 150.00 (mg/m³@12%CO₂) Remarks: Refer "Lesen Pelanggaran" No.005200: <400mg/m³ valid until 30/08/2022 2nd Half 2021 Date: 04/01/2022 Reference: LSPOM/ST-B3/2021/2 Boiler: No. 3</p> <p>Emission: 350.71 against limit 150.00 (mg/m³@12%CO₂) Remarks: Refer "Lesen Pelanggaran" No.005200: <400mg/m³ valid until 30/08/2022</p> <p>Verified 3rd Party Monitoring Audit has been conducted as per requirement in the Jadual Pematuhan No.003445 (JAS.SHQ.600-3/1/96). Report dated 01/12/2021 by Bufflow Engineering Sdn Bhd (003345/005200(1)/2021) was verified.</p> <p>Environmental Impact Assessment dated 18/01/2021, Section 3.0 Identification of Potential Source of GHG Emission and GHG Reduction Plan was referred. Among identification were: Palm Oil POME</p>	
--	--	---	--

		<ul style="list-style-type: none"> Utilize Methane Capture Plant (Biogas Plant) by pumping all POME to Biogas Plant to extract GHG and used them as fuel for Biogas Engine to generate electricity <p>Continuous pond desilting programme is planned and conducted on all of the biological effluent ponds from time to time throughout the whole year by using geotubes</p>													
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The water consumption been recorded and monitored by mill. Refer Summary of Water Consumption Monitoring. Data as below: -</p> <p>Period: July 2020 – June 2021</p> <table border="1"> <thead> <tr> <th>FFB, MT</th> <th>Water, L</th> <th>Water/ FFB</th> </tr> </thead> <tbody> <tr> <td>247,133.15</td> <td>578,359.00</td> <td>11.55</td> </tr> </tbody> </table> <p>Period: July 2021 – December 2021</p> <table border="1"> <thead> <tr> <th>FFB, MT</th> <th>Water, L</th> <th>Water/ FFB</th> </tr> </thead> <tbody> <tr> <td>126,577.45</td> <td>278,985.00</td> <td>10.41</td> </tr> </tbody> </table>	FFB, MT	Water, L	Water/ FFB	247,133.15	578,359.00	11.55	FFB, MT	Water, L	Water/ FFB	126,577.45	278,985.00	10.41	Complied
FFB, MT	Water, L	Water/ FFB													
247,133.15	578,359.00	11.55													
FFB, MT	Water, L	Water/ FFB													
126,577.45	278,985.00	10.41													
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised															
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>Environmental Impact Assessment dated January 2022; Section 3.2 was referred.</p> <p>Diesel Monitoring Plan</p> <ul style="list-style-type: none"> Avoid purchasing second grade diesel from unauthorized dealers that contain high sulphur content Maintain and monitor diesel usage of vehicles and diesel genset effectively to reduce greenhouse gases emission To record the usage of diesel by vehicles, genset and their respective maintenance history 	Complied												

- To conduct regular preventive maintenance and services of tractors and diesel genset to maximize engine.

Monitoring of diesel fuel consumption was done by all the visited operating units. The data was then used for GHG calculating by using the RSPO GHG Calculator.

The monitoring was done monthly by management and Diesel used per FFB for the year 2020 & 2021 (Period July – June) was recorded as below: -

Laukin Estate

Period	FFB, Mt	Diesel, L	Diesel/FFB
Jul'20-June'21	33,627.03	456,223.00	13.56
July'21-Dec'21	29,100.56	450,395.00	15.47

Bimbingan 1 Estate

Period	FFB, Mt	Diesel, L	Diesel/FFB
Jul'20-June'21	18,738.77	440,461.00	23.51
July'21-Dec'21	13,195.77	431,256.00	32.68

Terusan Baru Estate

Period	FFB, Mt	Diesel, L	Diesel/FFB
Jul'20-June'21	38413.00	267664	6.97
July'21-Dec'21	24773.14	20725	0.84

Ladang Sabah POM

Period	FFB, Mt	Diesel, L	Diesel/FFB
Jul'20-June'21	247,221.89	350,729.00	1.42

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		July'21-Dec'21	126,577.45	244,611.00	1.93																	
		Renewable energy was sighted on the usage of fibre and shell for boiler operation to generate steam for operation.																				
		<table border="1"> <thead> <tr> <th colspan="4">July 2020 – June 2021</th> </tr> <tr> <th></th> <th>Produce</th> <th>Despatch/ store</th> <th>Boiler</th> </tr> </thead> <tbody> <tr> <td>Shell</td> <td>17526.32</td> <td>12268.42</td> <td>5257.90</td> </tr> <tr> <td>Fibre</td> <td>30045.12</td> <td>9013.54</td> <td>21031.58</td> </tr> </tbody> </table>				July 2020 – June 2021					Produce	Despatch/ store	Boiler	Shell	17526.32	12268.42	5257.90	Fibre	30045.12	9013.54	21031.58	
July 2020 – June 2021																						
	Produce	Despatch/ store	Boiler																			
Shell	17526.32	12268.42	5257.90																			
Fibre	30045.12	9013.54	21031.58																			
		<table border="1"> <thead> <tr> <th colspan="4">July 2021 – December 2021</th> </tr> <tr> <th></th> <th>Produce</th> <th>Despatch/ store</th> <th>Boiler</th> </tr> </thead> <tbody> <tr> <td>Shell</td> <td>8860.44</td> <td>6202.31</td> <td>2658.13</td> </tr> <tr> <td>Fibre</td> <td>15189.32</td> <td>4556.8</td> <td>10632.52</td> </tr> </tbody> </table>				July 2021 – December 2021					Produce	Despatch/ store	Boiler	Shell	8860.44	6202.31	2658.13	Fibre	15189.32	4556.8	10632.52	
July 2021 – December 2021																						
	Produce	Despatch/ store	Boiler																			
Shell	8860.44	6202.31	2658.13																			
Fibre	15189.32	4556.8	10632.52																			
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																						
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent.</p> <p>The Environment Impact Assessment -Management Actions Plans and continuous improvement plan dated January 2022 was referred.</p> <p>The GHG emissions for Year 2021 was verified through Palm GHG Calculator version 4. Source of the emissions were mainly due to fossil fuel consumption, POME treatment and consumption of</p>				Complied																

		fertilizer. Based on the verification of records, all the sampled issuance was traceable.	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Environmental Impact Assessment dated January 2022; Section 3.6 was referred.</p> <p>GHG Reduction Monitoring Plan</p> <p>Mill</p> <ul style="list-style-type: none"> • GHG Emission from the production must not exceed the natural fuel GHG emission with saving 35% (Current -2016), 50% (2017) and 60% (2018). • The GHG value from RSPO Palm GHG will be monitored closely • The main source of GHG such as POME and diesel usage will be monitored to make sure there are reduction on GHG over the time. <p>Estates</p> <ul style="list-style-type: none"> • To do cup calibration on all fertilizer based on the recommendation by agronomist • Continue using EFB in order to reduce the application of N based fertilizer • To apply the EFB as mulch in the field in one layer to avoid release of methane due to anaerobic respiration <p>To monitor the EFB application to minimize the usage of inorganic fertilizer which can reduce the emission of Greenhouses Gases.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Environmental Impact Assessment dated January 2022; Section 3.6 was referred. GHG Reduction Monitoring Plan was implemented and monitored by the management.</p> <p>RSPO has made a compulsory for submitting GHG beginning 1/1/2017. Ladang Sabah Certification Unit had used RSPO Palm</p>	Complied

		GHG v4.0 calculator as a tool. Records were maintained individually in the respective office.																									
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area																											
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting activity at Ladang Sabah Sdn Bhd. Only replanting of existing oil palm has been conducted. Refer Replanting programme for the year 2022 until 2026.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Laukin, Ha</th> <th>Bimbingan 1, Ha</th> <th>Terusan Baru, Ha</th> </tr> </thead> <tbody> <tr> <td>Year 2022</td> <td>228.00</td> <td>329.00</td> <td>194.00</td> </tr> <tr> <td>Year 2023</td> <td>220.00</td> <td>344.00</td> <td>208.00</td> </tr> <tr> <td>Year 2024</td> <td>215.00</td> <td>-</td> <td>-</td> </tr> <tr> <td>Year 2025</td> <td>215.00</td> <td>-</td> <td>-</td> </tr> <tr> <td>Year 2026</td> <td>215.00</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>Verified through site visit at replanting area PM2021A, PM2021B, the method of land clearing was felling, chipping, debolling and stacking. The is no land preparation of land for replanting by burning method.</p> <p>Sighted "Surat Aku Janji" between IOI Corporation Berhad with Jabatan Perlindungan Alam Sekitar dated 30/03/2012. Refer JPAS/PP/02/600-1/11/1/117 "Proposed Replanting of 16,688 Hectares Oil Palm Plantation At Ladang Sabah Group Estates, District Of Beluran , By IOI Corporation Berhad".</p> <p>Estate have prepared Impacts from replanting and its management plan. Among topics discussed were: -</p>	Estate	Laukin, Ha	Bimbingan 1, Ha	Terusan Baru, Ha	Year 2022	228.00	329.00	194.00	Year 2023	220.00	344.00	208.00	Year 2024	215.00	-	-	Year 2025	215.00	-	-	Year 2026	215.00	-	-	Complied
Estate	Laukin, Ha	Bimbingan 1, Ha	Terusan Baru, Ha																								
Year 2022	228.00	329.00	194.00																								
Year 2023	220.00	344.00	208.00																								
Year 2024	215.00	-	-																								
Year 2025	215.00	-	-																								
Year 2026	215.00	-	-																								

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<ul style="list-style-type: none"> • The fallow period between land preparations i.e. felling, stacking and replanting to be minimised thus reduce the soil erosion periods • To adopt zero burning method. The felled palms should be stacked in such way to promote soil erosion mitigation e.g. placing of stacks along contours • To plant leguminous cover plants immediately after land preparation especially at sloppy area to reduce the land erosion. • Mechanical roto slasher weeding to reduce chemical during palm immature stage. 	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Ladang Sabah estates has established fire prevention team. Refer "Carta Organisasi Jawtankuasa Pelan Tindakan kecemasan (ERP) 2022 (Laukin Estate) dated 01/01/2022.</p> <p>Training has been conducted for the year 2021. Sighted evidence of training material, attendance, and photos.</p> <p>Laukin Estate: 13/08/2021 Bimbingan 1 Estate: 09/01/2021 Terusan Baru Estate: 26/04/2021</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Engagement with adjacent stakeholders was done during External Stakeholder Consultation Meeting – Through Letter dated 14/01/2022. Refer "Borang Penilaian Impak Sosial Dan Alam Sekitar Kumpulan Ladang Sabah". Refer Section S8 in the Feedback Form.</p>	Complied
<p>Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			

<p>7.12.1</p>	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no land clearing after November 2005.</p>	<p>Not Applicable</p>
<p>7.12.2</p>	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The HCV reassessment for Ladang Sabah Complex had been conducted internally where report entitled “High Conservation Value Assessment Management Action Plans & Continuous Improvement Plans” dated January 2018 was prepared. The assessment has also involved the relevant stakeholder such as the Sabah Forest Department and Sabah Wildlife Department.</p> <p>Based on the assessment, it has covered the certification unit’s landscape level. Among the conservation identified includes natural waterways (river and tributaries), forest reserves (Segaliud Lokan) and steep terrain areas.</p> <p>High Conservation Value & Conservation Area, Management Actions Plans & Continuous Improvement Plan has been prepared. Latest review was conducted as below:</p> <p>Laukin Estate: 16/01/2022 Bimbingan 1 Estate: 01/01/2022 Terusan Baru Estate: 10/01/2022</p> <p>Management Plan was prepared as per latest review for HCV Assessment:</p> <ul style="list-style-type: none"> • To provide riparian buffer zone according to DID Guideline • To conduct regular patrolling at the river area to ensure no pollution i.e. rubbish etc in the area • To demarcate the buffer zone with clear marking 	<p>Complied</p>

		<ul style="list-style-type: none"> To train the workers on the riparian zones To erect signboard of prohibited activity To provide at least 5m buffer zone to avoid potential contamination from chemical and fertilizer To allow natural vegetation at buffer zone to reduce erosion <p>To conduct drinking water quality test to ensure the water quality is monitored</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> Not applicable since there is no land clearing after November 2005. 	Complied
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	No local communities have been identified in self-declared HCV areas within sampling Estate.	Complied
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place.	The RTE assessment was incorporated in the HCV report and evaluation. Therein providing wildlife database based on categories of: -	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<ul style="list-style-type: none"> • List of protected animals • List of protected birds • List of protected plants • Footprint identification guidelines <p>Among RTE species identified in the external HCV 1 Segaliud Lokan Forest Reserve, adjacent with Bimbingan 1 Estate which protected under Protection of wildlife Act 1972 (Act 76), Sabah Wildlife Conservation and Enactment 1997 and IUCN Re List 2008 such as Elephant, long tail macaque, short tail macaque, eagles, sambar deer, wild boar and other wildlife animals were sighted along the boundary as reported in High Conversation Value and Conservation Area dated January 2018 reviewed on 17/01/2022.</p> <p>Education programmes such as training/briefing and signage were given to the workforce. Records of trainings were maintained by the operating units for verification. Sample of training at Bimbingan 1 Estate on 15/12/2021 during muster ground. IOI Group in collaboration with Sabah Wildlife Department has appointed personnel as Honorary Wildlife Warden as per Government Gazette no. 49: KPKAS: 500-14/2KII.2 (120) dated 07/03/2019.</p> <p>Sample at Bimbingan 1 Estate, the Assistant Manager was appointed as Wildlife Warden as per certificate reviewed and Authority Card reviewed while at Terusan Baru Estate, the Manager was the authorized person. The validity Until 09/08/2023. The estate monitored the wildlife present in the estate. The monitoring is based on sightings and footprint. Reviewed the monitoring records for the month of December 2021.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>No land clearing since without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15</p>	<p>Not Applicable</p>

	- Minor compliance -	November 2018 within Ladang Sabah POM certification unit. Thus, this indicator is not available.	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	No land clearing since without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018 within Ladang Sabah POM certification unit. Thus, this indicator is not available.	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Ladang Sabah POM** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2021** for **Ladang Sabah POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.73
PKO	0

Extraction	%
OER	20.26
KER	5.29

Production	t/yr
FFB Process	247,133.15
CPO Produced	50081.275
PKO Produced	13067.118

Land Use	Ha
OP Planted Area	22536.00
OP Planted on peat	0.00
Conservation (forested)	221.87
Conservation (non-forested)	0.00
Total	22757.87

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	107190.00	6.62	60849.91	25.73	0.00	0.00	168039.91	32.35
CO ₂ Emission from fertilizer	8682.96	0.54	1043.62	0.44	0.00	0.00	9726.58	0.98
NO ₂ Emission	5494.22	0.02	990.88	0.42	0.00	0.00	6485.10	0.44
Fuel Consumption	3683.96	0.02	148.44	0.06	0.00	0.00	3832.40	0.08
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-122917.98	-0.50	-56816.37	-24.03	0.00	0.00	-179734.35	24.63
Conservation Sequestration	-1682.05	-0.01	-352.49	-0.15	0.00	0.00	-2034.55	0.16
Total	451.12	0.00	5863.99	2.48	0.00	0.00	6315.10	2.48

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	40833.73	0.17
Fuel Consumption	1043.79	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	-1825.05	-0.01
Sales of EFB	0.00	0.00
Total	40052.4	0.16

Summary of Kernel Crusher Emission and Credit (if applicable)

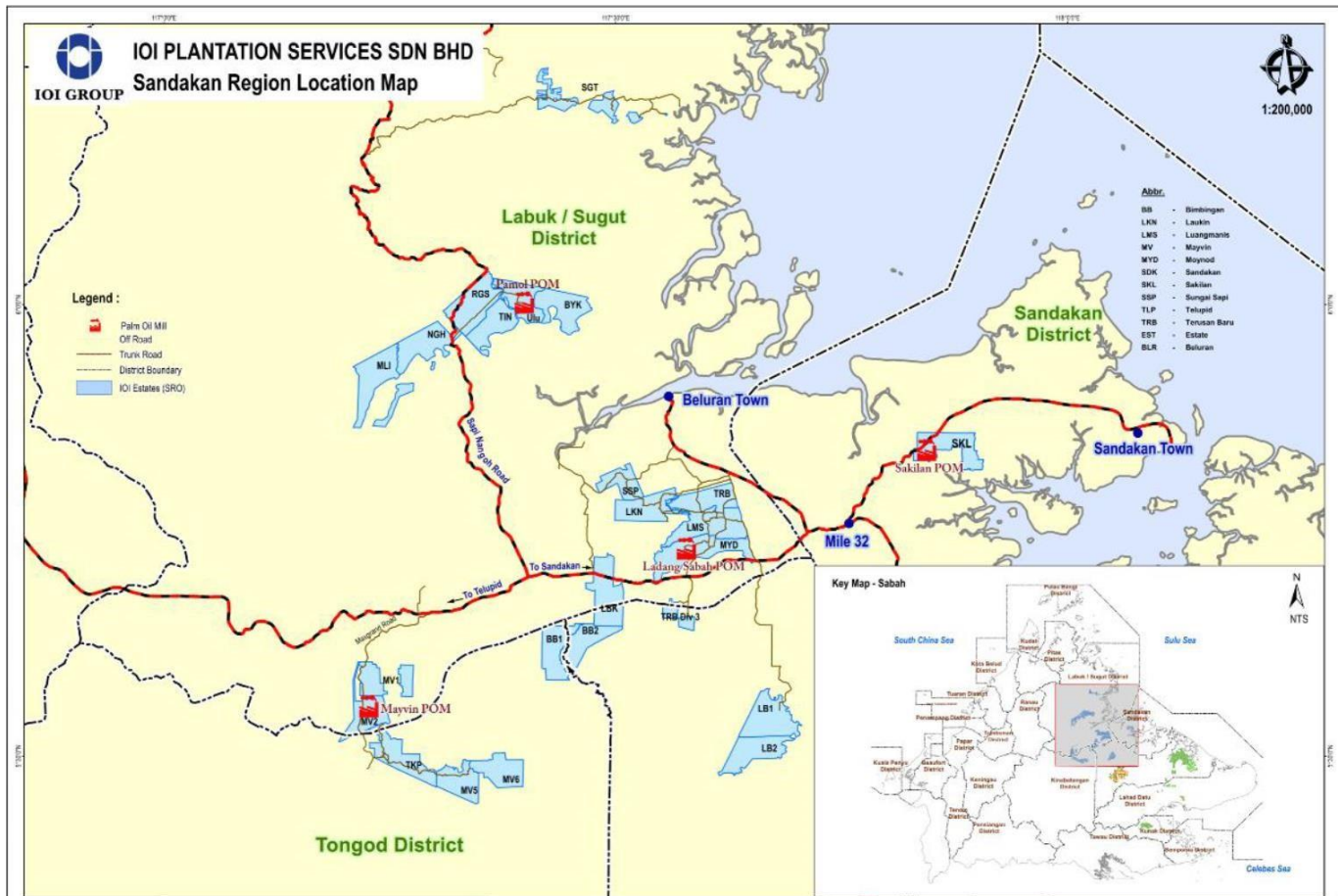
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

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

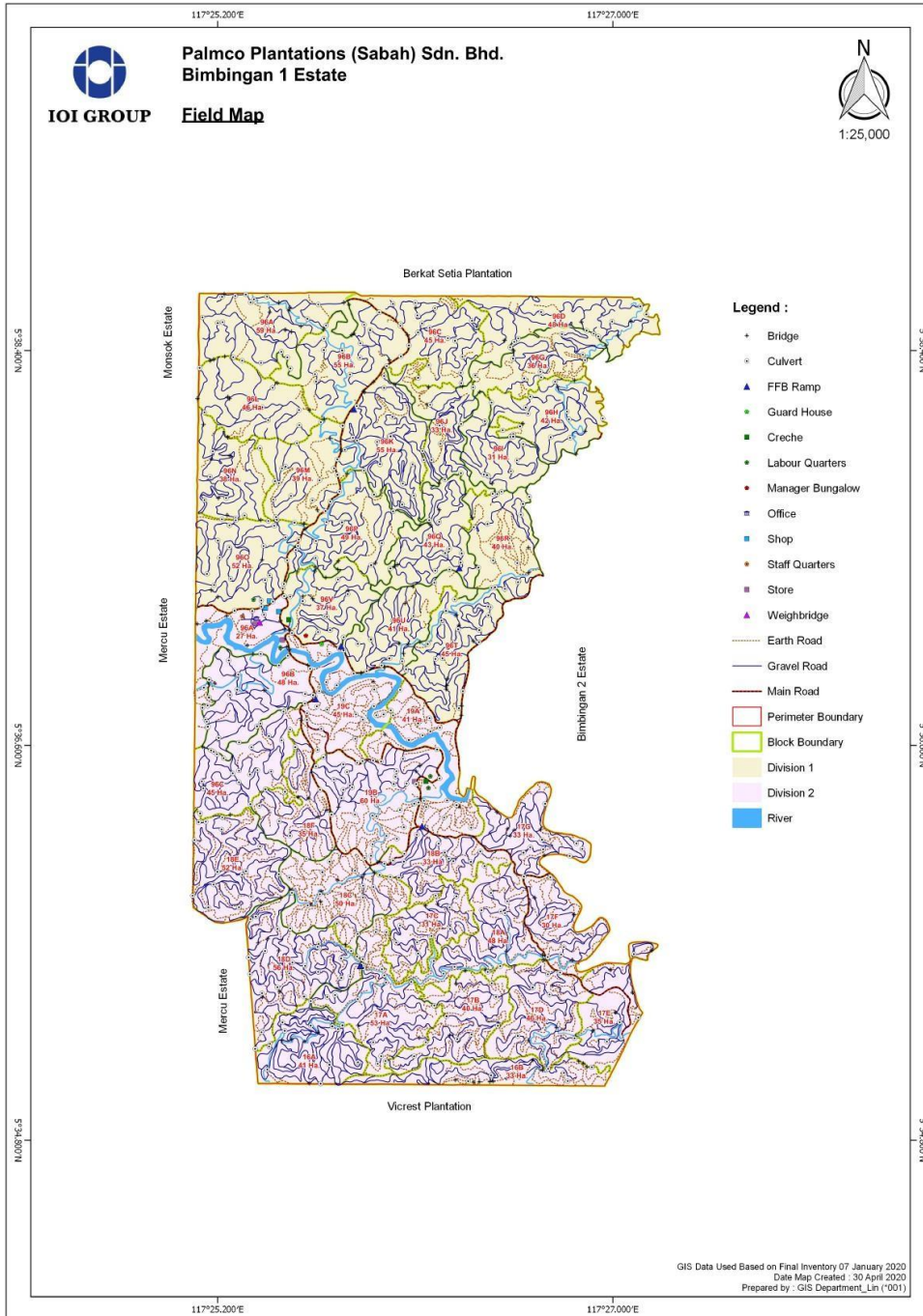
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	23
Divert to methane captured (energy generation) (%)	32

Appendix C: Location Map of Certification Unit and Supply bases

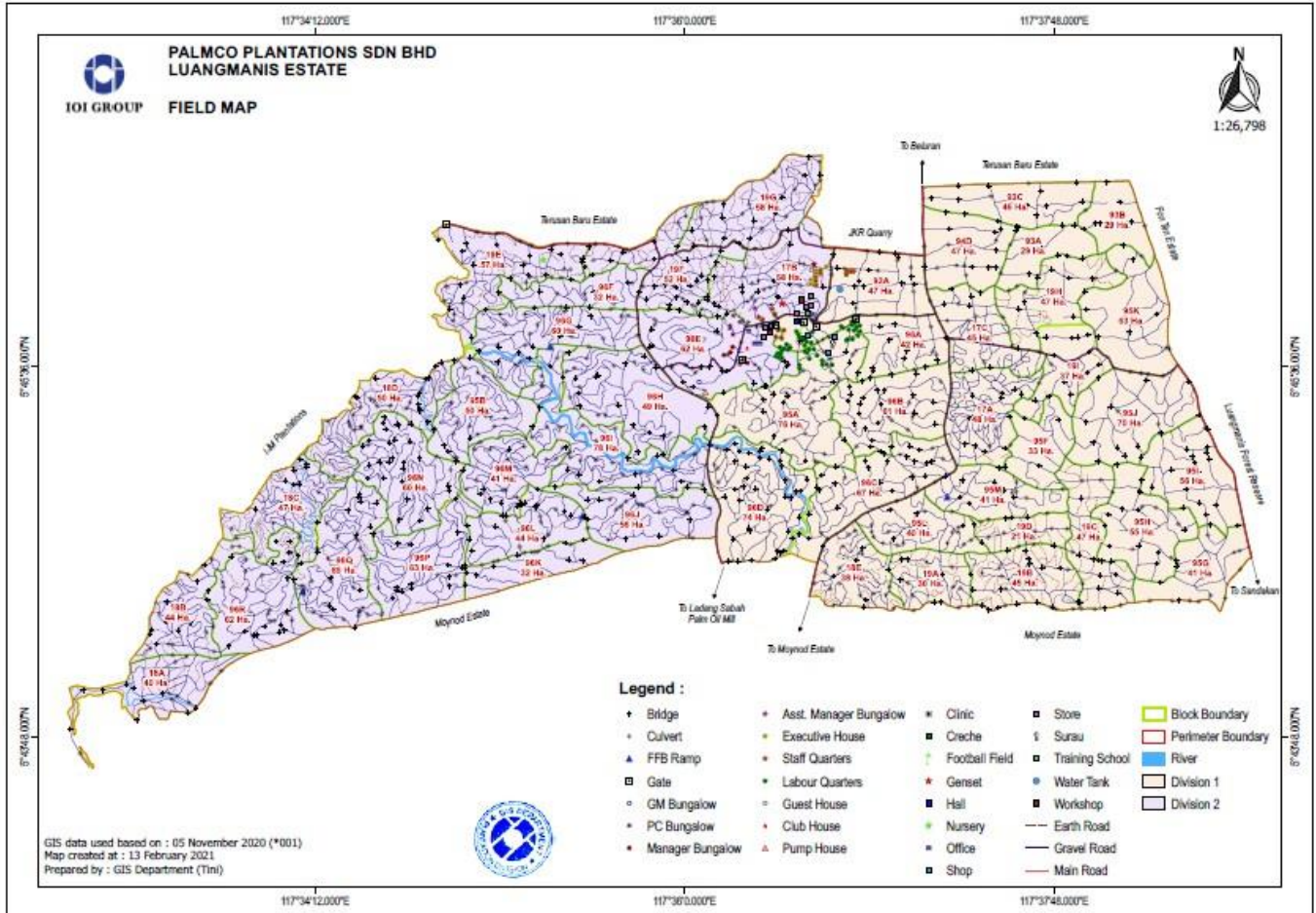


Appendix D: Estates Field Maps

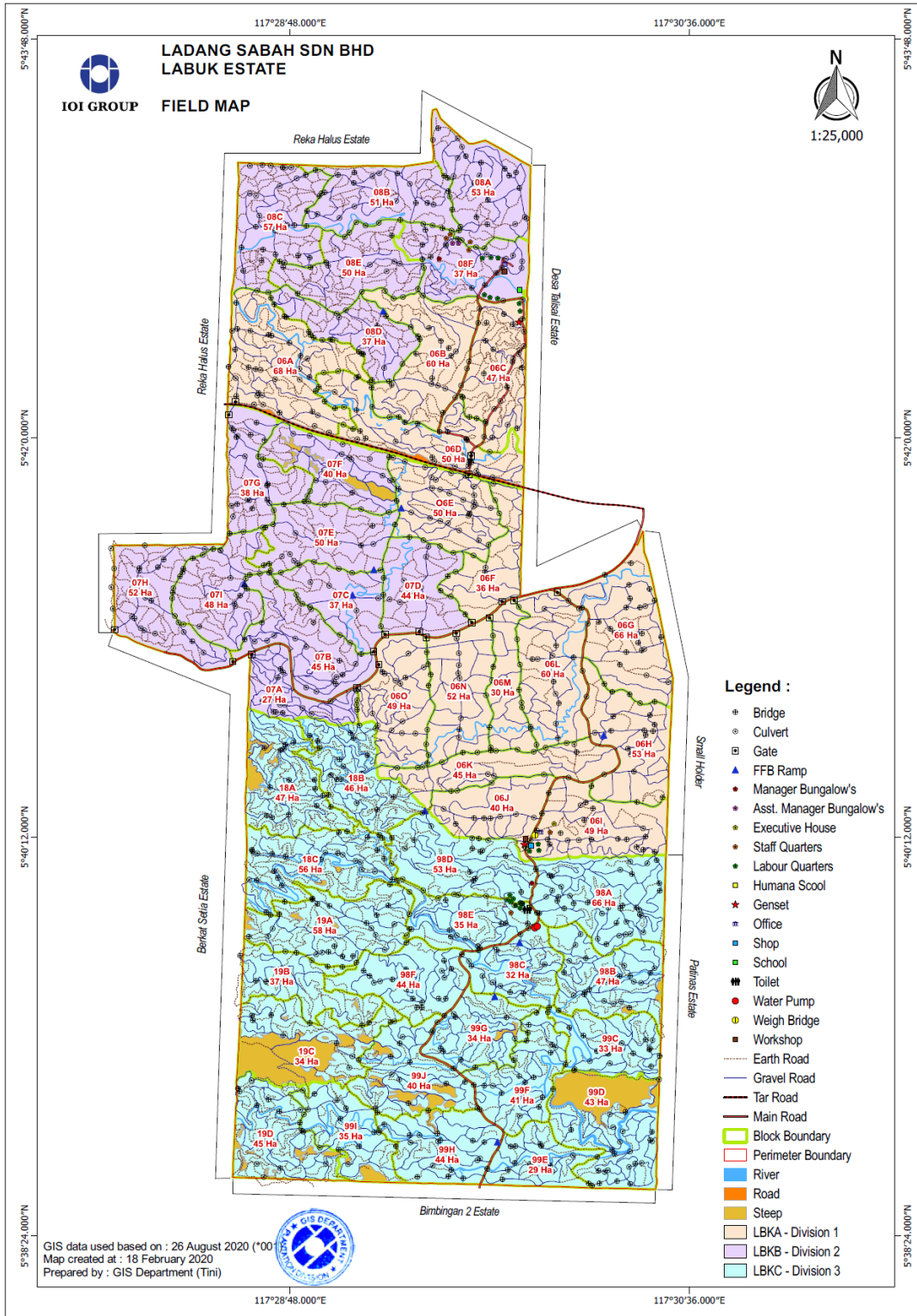
Bimbingan 1 Estate



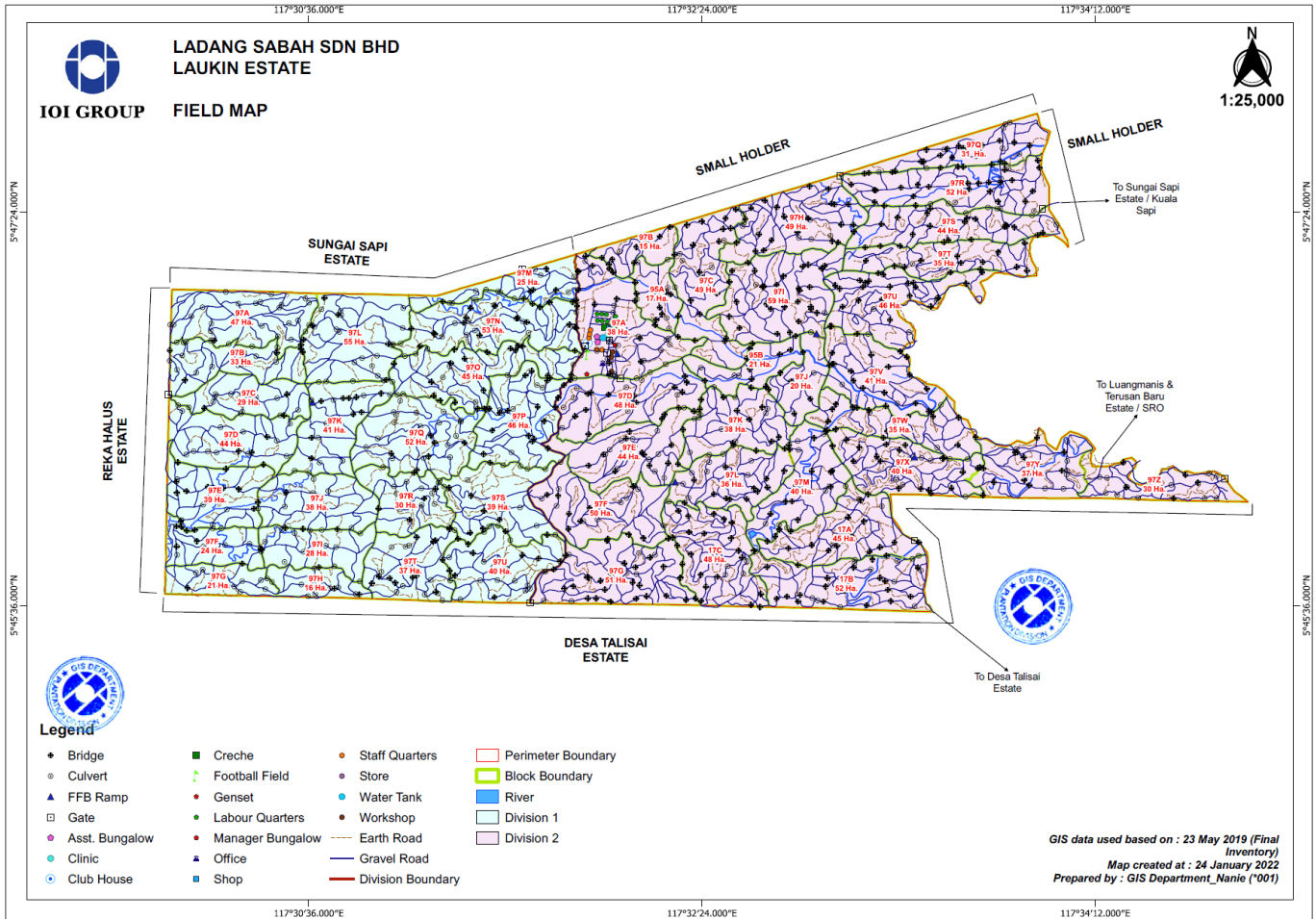
Luangmanis Estate



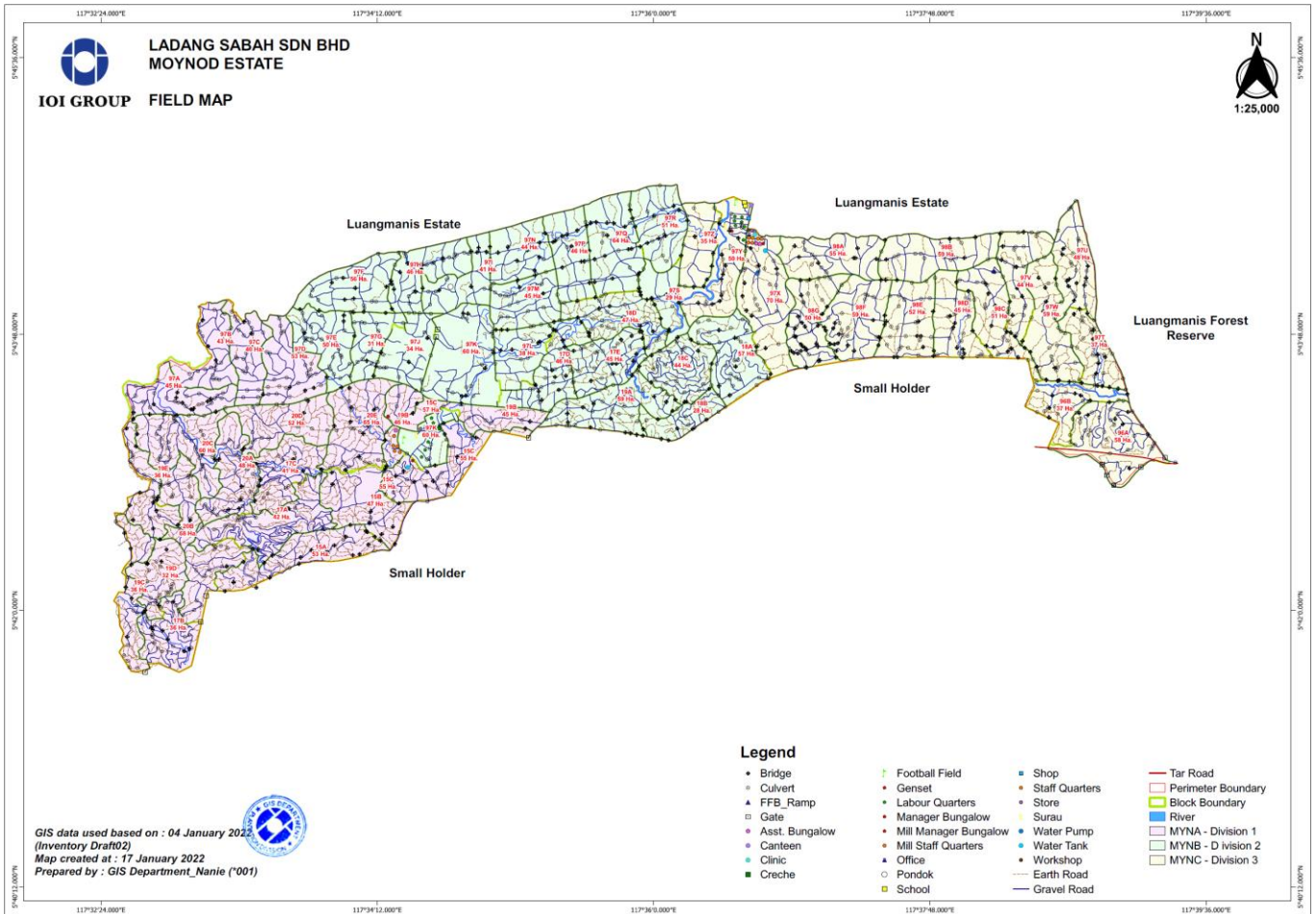
Labuk Estate



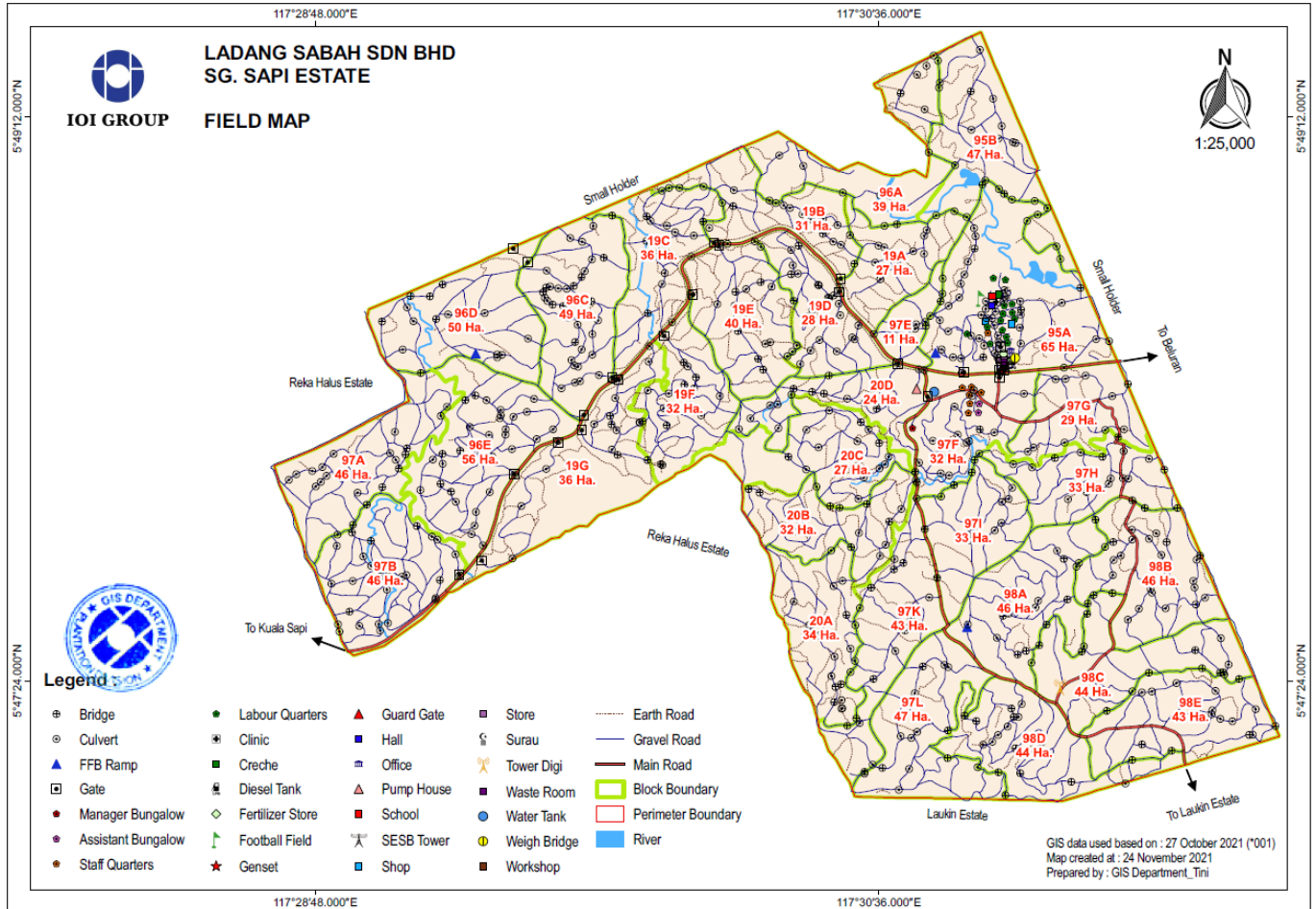
Laukin Estate



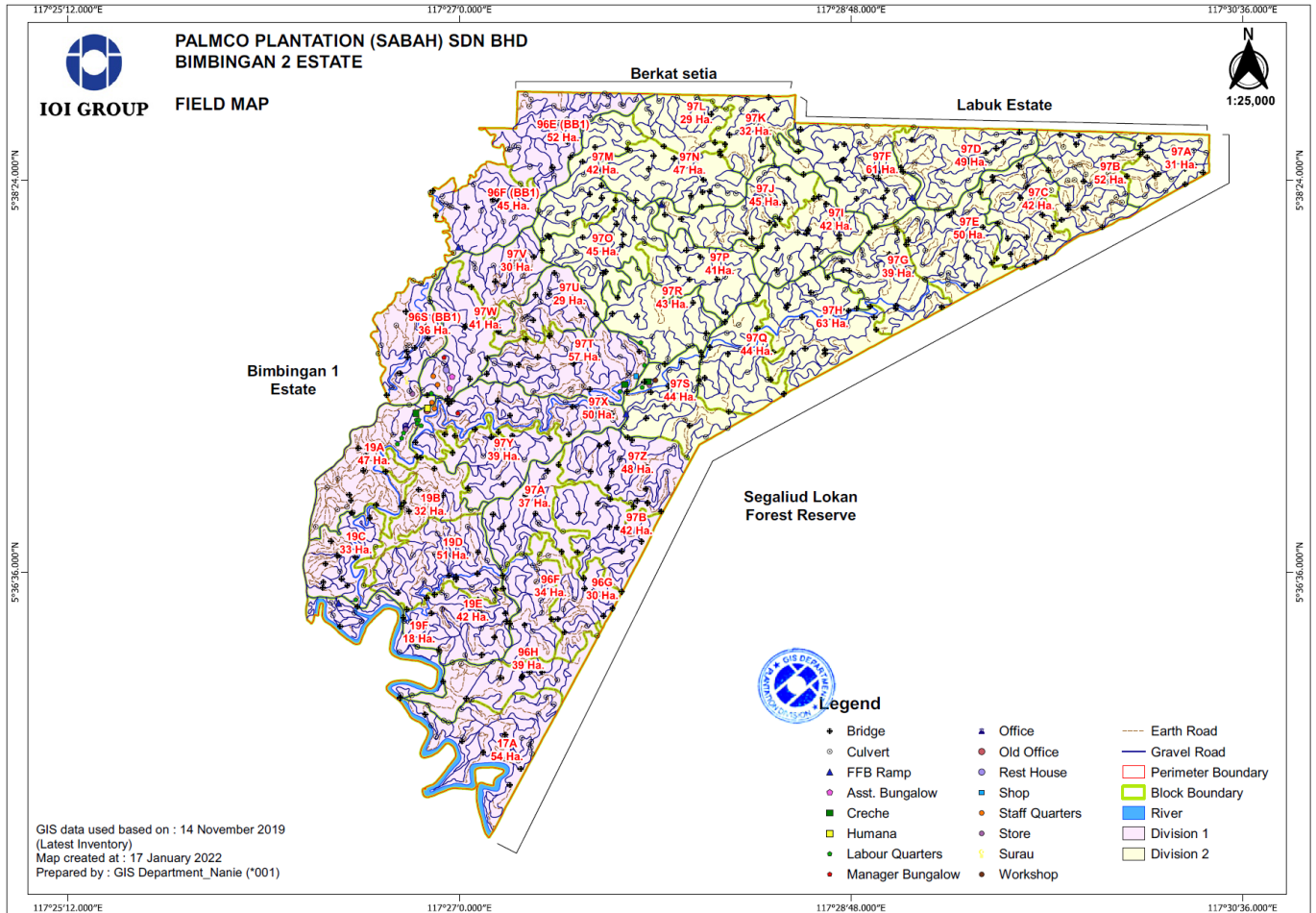
Moynod Estate



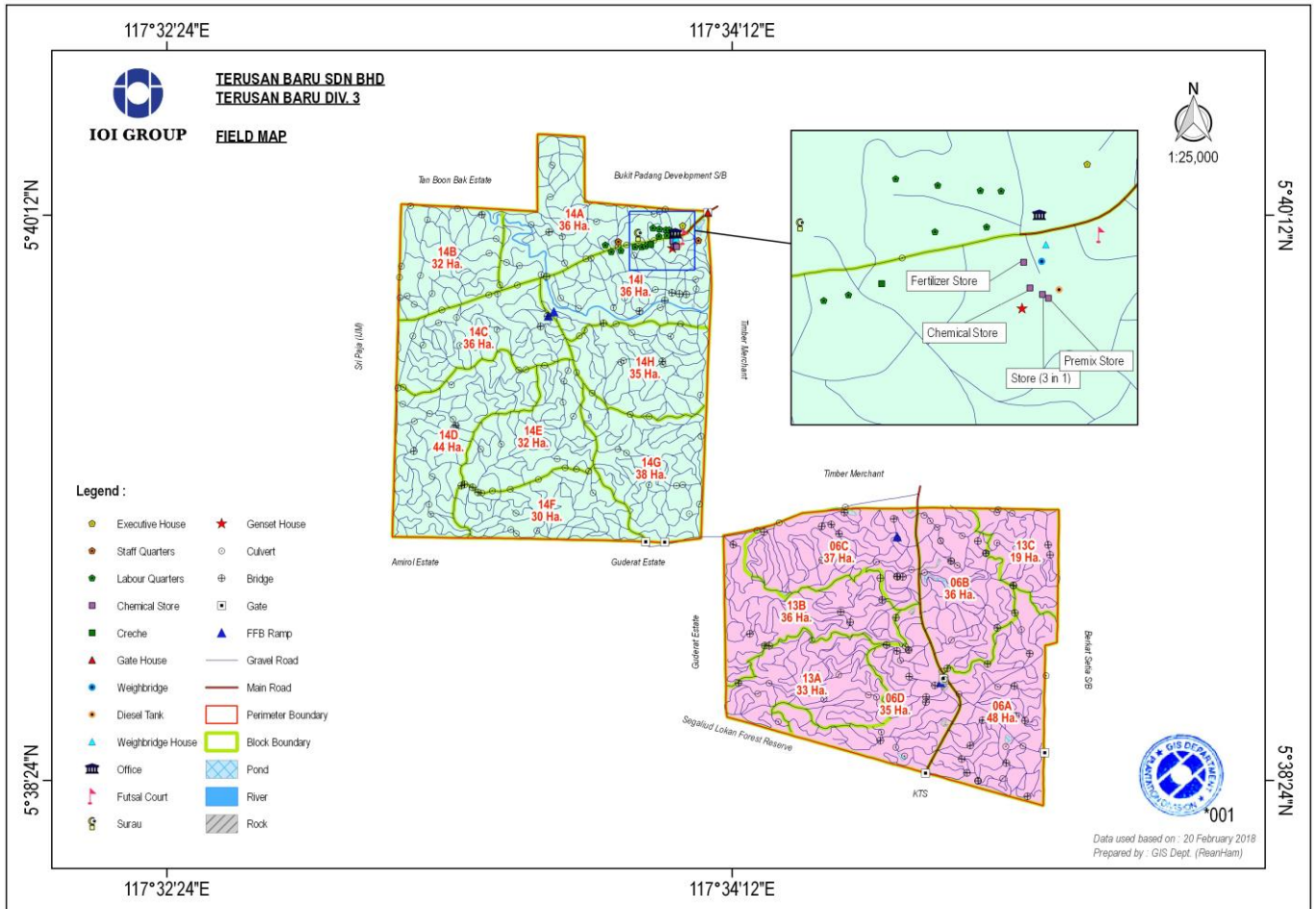
Sg Sapi Estate



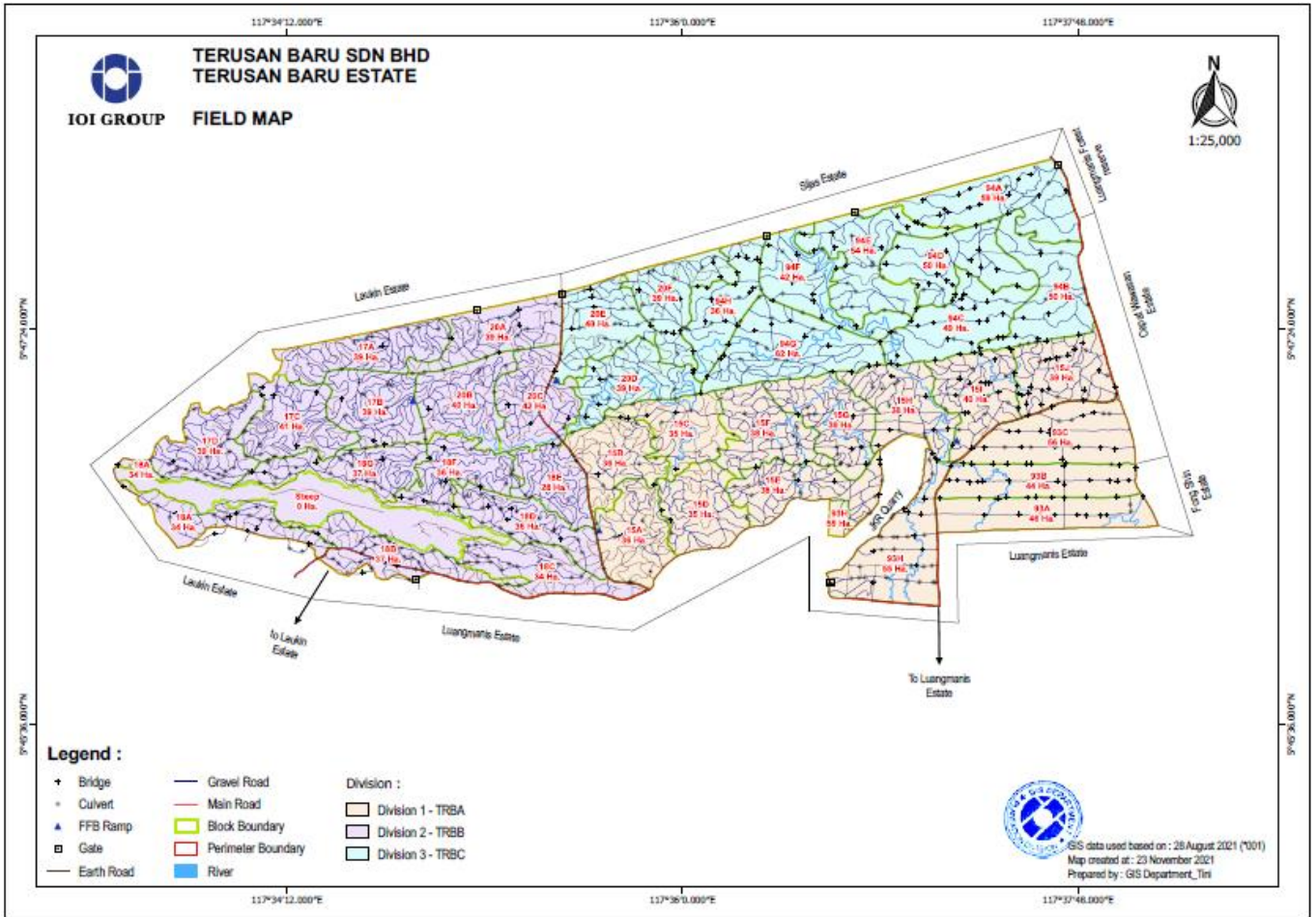
Bimbingan 2 Estate



Terusan Baru Estate



RSPO P&C Public Summary Report
Revision 12 (Jun 2021)



RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Appendix E: List of Smallholder Registered and sampled (Not Applicable)

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	Not Applicable								
Total									

Note: * are smallholders sampled in this audit.

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure