

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

<p>Client Company Name / Parent Company: FGV Holdings Berhad</p>
<p>Client Company / Parent Company Address: Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia.</p>
<p>Certification Unit: FGV Palm Industries Sdn Bhd Bukit Sagu Palm Oil Mill Location of Certification Unit: Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia.</p>
<p>Date of Final Report: 29/03/2023</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd Bukit Sagu Palm Oil Mill.		
Location / Address	Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27890497	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 666409	Certificate Start Date	29/12/2022
Date of First Certification	29/12/2017	Certificate Expiry Date	28/12/2027
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the assessment was to conduct a recertification assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> 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 type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 700745	MSPO MS 2530-3:2013	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 700744	MSPO MS 2530-4:2013		23/03/2024
MSPO SCCS-TCI-032-2020-01	MSPO SCCS:2018	Trans Certification & Inspection Sdn. Bhd.	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Bukit Sagu Palm Oil Mill	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 58' 1" N	103° 8' 51" E
FGVPM Bukit Sagu 04 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 0' 46" N	103° 9' 17" E
FGVPM Bukit Sagu 06 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 2' 46" N	103° 6' 36" E
FGVPM Bukit Sagu 07 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 59' 29" N	103° 6' 1" E
FGVPM Bukit Sagu 08 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 57' 39" N	103° 11' 21" E

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
FGVPM Bukit Sagu 04 Estate	2,879.75	-	460.45	3,340.29	86.22
FGVPM Bukit Sagu 06 Estate	1,658.08	10.00	258.60	1,926.68	86.06
FGVPM Bukit Sagu 07 Estate	1,830.37	-	374.42	2,204.79	83.02
FGVPM Bukit Sagu 08 Estate	1,833.07	2.60	397.43	2,233.10	82.09
Total	8,201.27	12.60	1,490.90	9,704.77	84.51

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

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FGVPM Bukit Sagu 04 Estate	383.12	1,711.76	784.87		2,496.63	383.12
FGVPM Bukit Sagu 06 Estate	518.28	1,139.80			1,139.80	518.28
FGVPM Bukit Sagu 07 Estate	1,123.79	706.58			706.58	1,123.79
FGVPM Bukit Sagu 08 Estate	177.4		1,655.67		1,655.67	177.4
Total (ha)	2,202.59	3,558.14	2,440.54	-	5,998.68	2202.59

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2021 – Nov 2022)	Actual (Nov 2021 – Dec 2022)		Forecast (Dec 2022 – Nov 2023)
		Previous license period (Nov 2021)	Current license period (Dec 2021 – Dec 2022)	
FGVPM Bukit Sagu 04 Estate	52,424.92	5,118.98	43,433.06	59,919.12
FGVPM Bukit Sagu 06 Estate	17,848.28	2,410.29	19,540.26	27,355.20
FGVPM Bukit Sagu 07 Estate	15,416.28	1,091.03	8,324.53	16,957.92
FGVPM Bukit Sagu 08 Estate	39,310.52	2,909.11	26,764.26	39,736.08
Total	125,000.00	109,591.52		143,968.32

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2021 – Nov 2022)	Actual (Nov 2021 – Dec 2022)		Forecast (Dec 2022 – Nov 2023)
		Previous license period (Nov 2021)	Current license period (Dec 2021 – Dec 2022)	
FGVPM Cerul 03 Estate		-	1,193.98	
Total		1,193.98		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2021 – Nov 2022)	Actual (Nov 2021 – Dec 2022)		Forecast (Dec 2022 – Nov 2023)
		Previous license period (Nov 2021)	Current license period (Dec 2021 – Dec 2022)	
Smallholder		13,086.52	128,797.04	

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Total		141,883.56	
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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Nov-21	11,529.41	13,086.52	24,615.93
2	Dec-21	7,138.37	11,355.54	18,493.91
3	Jan-22	7,490.51	8,598.20	16,088.71
4	Feb-22	5,104.10	6,698.90	11,803.00
5	Mar-22	7,604.81	9,303.96	16,908.77
6	Apr-22	6,660.62	9,189.84	15,850.46
7	May-22	7,745.22	7,781.93	15,527.15
8	Jun-22	7,060.93	8,047.32	15,108.25
9	Jul-22	7,814.26	10,115.14	17,929.40
10	Aug-22	8,415.40	11,322.93	19,738.33
11	Sep-22	8,733.43	11,908.24	20,641.67
12	Oct-22	9,268.31	12,389.06	21,657.37
13	Nov-22	8,246.88	12,108.72	20,355.60
14	Dec-22	7,973.25	9,977.26	17,950.51
TOTAL		110,785.50	141,883.56	252,669.06

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Dec 2021 – Nov 2022)	Actual (Dec 2021 – Dec 2022)		Forecast (Dec 2022 – Nov 2023)
	Previous license period (Nov 2021)	Current license period (Dec 2021 – Dec 2022)	
FFB	FFB		FFB
125,000.00 mt	11,529.41 mt	99,256.09 mt	143,968.32 mt
	TOTAL	110,785.50 mt	
CPO (OER: 20.75%)	CPO (OER: 20.41%)		CPO (OER: 20.7%)
25,937.50 mt	2353.15 mt	20258.17 mt	29,873.42 mt
	TOTAL	22,611.32 mt	
PK (KER: 5.00%)	PK (KER: 4.51%)		PK (KER: 5.00%)
6,250.00 mt	519.98 mt	4,476.45 mt	7,198.42 mt
	TOTAL	4,996.43 mt	

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Nov-21	2,378.14	485.40
2	Dec-21	1,522.98	329.97
3	Jan-22	1,529.79	341.44
4	Feb-22	1,009.80	221.84
5	Mar-22	1,373.33	308.94
6	Apr-22	1,437.03	322.59
7	May-22	1,637.65	361.73
8	Jun-22	1,512.46	327.64
9	Jul-22	1,649.13	358.07
10	Aug-22	1,718.47	391.70
11	Sep-22	1,708.61	388.44
12	Oct-22	1,840.11	427.74
13	Nov-22	1,690.94	354.98
14	Dec-22	1,602.93	375.97
TOTAL		22,611.32	4,996.43

11. Summary of Actual Volume sold					
Current License period (Dec 2021 – Dec 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	1,393.07	0	0	11,773.24	13,166.31
PK (MT)	4,190.64	0	0	299.03	4,489.67
Credits	4,500.00	0	0	0	4,500.00
Previous License period (Nov 2021)					
CPO (MT)	0	0	0	651.03	651.03
PK (MT)	0	0	0	467.21	467.21
Credits	1,500.00	0	0	0	1,500.00

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)

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1	xxx	TR-11906f5c-9d92		31.08
2	xxx	TR-74ef9db4-7644		164.74
3	xxx	TR-3d1c40a6-ab66	36.97	
4	xxx	TR-e2c24b71-5614	327.38	
5	xxx	TR-5fd970f0-f8c7		351.72
6	xxx	TR-b4129188-a534		391.41
7	xxx	TR-2bcf0b9e-856d		481.49
8	xxx	TR-cda8ed82-e8e8		317.70
9	xxx	TR-3cd0894d-4351		371.14
10	xxx	TR-cb4f45bc-b2da	678.54	
11	xxx	TR-8f0a1ec2-5081	350.18	
12	xxx	TR-0918202b-178b		43.19
13	xxx	TR-3db884a4-9fb0		35.23
14	xxx	TR-350cc736-aa2f		212.79
15	xxx	TR-4967627f-629a		480.09
16	xxx	TR-07e8e526-c70b		356.81
17	xxx	TR-5069d6c4-4c36		467.55
18	xxx	TR-11ddf23c-4b4c		485.70
TOTAL			1,393.07	4,190.64

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
	Nil			
TOTAL				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	xxx	12,424.27	766.24
TOTAL		12,424.27	766.24

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	xxx	15365-128461	1,000.00

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2	xxx	15365-128437	500.00
3	xxx	15365-139543	1,000.00
4	xxx	15365-144166	1,000.00
5	xxx	15365-145331	1,000.00
6	xxx	15365-146884	1,000.00
7	xxx	15365-149149	500.00
TOTAL			6,000.00

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

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

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

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)

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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 **16-20/01/2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **31/10/2022**.

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

The Critical NC close out on-site assessment was conducted on **03/03/2023**. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the 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.

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA1_1)	Year 3 (ASA1_2)	Year 4 (ASA1_3)	Year 5 (ASA1_4)
Bukit Sagu Palm Oil Mill	√	√	√	√	√
Bukit Sagu 04 Estate	√	√	√	√	√
Bukit Sagu 06 Estate	√	√	√	√	√
Bukit Sagu 07 Estate	√	√	√	√	√
Bukit Sagu 08 Estate	√	√	√	√	√

Tentative Date of Next Visit: December 11, 2023 - December 15, 2023

Total Number of Mandays: 15 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Muhamad Naqiuddin Mazeli (MNM)	Team Leader	<p>Education: Holds a Bachelor Science Horticulture, University Putra Malaysia</p> <p>Work Experience: 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, 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: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course and SMETA Requirement Training, Endorsed RSPO P&C Lead Auditor Refresher Course and RSPO Independent Smallholder (IHS) Auditor Training</p> <p>Aspect covered in this audit: Legal requirements, natural and HCV conservation, water & wastes management, environmental aspects, occupational health and safety, GAP, mill best practices, training, economic management plan, and supply chain.</p>

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		<p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p>
Valence Shem (VSH)	Team Member	<p>Education: BTech (Hons) Bachelor Degree in Industrial Technology, University of Science Malaysia</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 9 years working experience in oil palm plantation industry 2) Management system auditing since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS, MSPO and SMETA <p>Training attended: ISO 14001 Lead Auditor Course ISO 9001 Lead Auditor Course Endorsed RSPO P&C Lead Auditor Course Endorsed RSPO SCCS Lead Assessor Course MSPO Awareness Training ISO 45000 Lead Auditor Course SMETA Auditor training HCV-HCS training RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate & Mill Best Practises and supply chain requirements.</p> <p>Language proficiency: English and Bahasa Malaysia</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p>Education: Holds Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years' experience in Oil Palm Estate management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course and RSPO Independent Smallholder (IHS) Auditor Training.</p> <p>Aspect covered in this audit:</p>

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

Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

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

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Date	Time	Subjects	MNM	MRM	VSH
Sunday, 15/1/2023	-	Auditors travel to Kuantan.	✓	✓	✓
Monday, 16/1/2023	0900 - 0930	Opening Meeting: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation).	✓	✓	✓
	0930 - 1230	FGVPM Bukit Sagu 04 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK	✓	✓	✓
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Tuesday, 17/1/2023	0900 - 1230	FGVPI Bukit Sagu POM Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, Lab, weighbridge and palm product storage area, etc.	✓	✓	✓
	1000 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-
	1230 - 1330	LUNCH BREAK	✓	✓	✓

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Date	Time	Subjects	MNM	MRM	VSH
	1330 - 1630	Document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Wednesday 18/1/2023	0900 - 1230	FGVPM Bukit Sagu 07 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK	✓	✓	✓
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
	0900 - 1230	FGVPM Bukit Sagu 06 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
Thursday 19/1/2023	1230 - 1330	LUNCH BREAK	✓	✓	✓

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Date	Time	Subjects	MNM	MRM	VSH
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Friday 20/1/2023	0900 - 1230	FGVPM Bukit Sagu 08 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	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	Interim Closing Briefing	✓	✓	✓
	1630 - 1700	Verify any Outstanding Issues and Preparation for Closing Meeting	✓	✓	✓
	1700 - 1730	Closing Meeting	✓	✓	✓
	Saturday 21/1/2023	-	Auditors travel back to Kuala Lumpur.	✓	✓

Major NCR Closure audit plan

Date	Time	Subjects	MRM
Tuesday 07/02/2023		Audit team travel to Kuantan. Overnight in Kuantan	✓
Wednesday	0900-0915	Opening briefing by the audit team leader	✓

Date	Time	Subjects	MRM
08/02/2023	0915-1045	Verification of effective implementation of corrective actions for NCR #2300745-202301-M1, #2300745-202301-M2@ FGVPM Bukit Sagu 04 Estate a) Documentation b) Site visit c) Interview	√
	1045-1100	Travel to FGVPM Bukit Sagu 07 Estate	√
	1100-1200	Verification of effective implementation of corrective actions for NCR #2300745-202301-M3@ FGVPM Bukit Sagu 07 Estate a) Documentation b) Site visit c) Interview	√
	1200-1300	Verification of effective implementation of corrective actions for NCR #2300745-202301-M4@ FGVPI Bukit Sagu POM a) Documentation b) Site visit c) Interview	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2022. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2025. The updated time bound plan dated Jan 2023 shows that the plan spans from year 2017 until 2025.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit. The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/news-	Complied

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	<p>and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted.</p>	
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p>	<p>No new acquisitions were recorded or in planning.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p>	<p>Complied</p>

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	<p>i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</p> <p>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</p> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition. 2. Mills and estates rationalization exercises effective June 2021. <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Changes to the time-bound plan since the last audit i.e. stretched to 2025 due to RSPO complaint panel on suspension of FGV. However, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding</p>	<p>Complied</p>

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	HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing.</p> <p>Ladang FGVP M Tembangau 05, Ladang FGVP M Chegar Perah 02, Ladang FGVP M Selendang 03 and Ladang FGVP M Bukit Sagu 08 status HCVRN closed referred HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia HCV Network. This area proceed with land clearing. Did not go NPP as this is certified area.</p>	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	<p>No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker.</p> <p>FGVPM Tenggaroh 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some</p>	Complied

	<p>paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p>	
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	<p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</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, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</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>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.</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>	<p>FGVPISB Bukit Sagu POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Bukit Sagu POM.</p>	<p>Complied</p>

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>		
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 04	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 05	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Bukit Sagu</i>	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 04	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 06	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 07	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 08	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 9</i>	Certified	2017	2017	2022			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	Certified	2017	2017	2022	No		

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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>	Certified	2017	2017	2022			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>	Certified	2017	2017	2022			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	Certified	2017	2017	2022	No		
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>	Certified	2017	2017	2022			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	Certified	2017	2017	2022	No		
<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>	Certified	2017	2017	2022			

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Kompleks Krau	Malaysia	Ladang FGVPM Krau 02	Certified	2017	2017	2022	No		
Kompleks Krau	Malaysia	Ladang Krau 03 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Krau	Malaysia	Ladang Krau 04	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Kilang Sawit FGVPI Lepar Hilir	Certified	2017	2017	2022			
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 5	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 6	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 8	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Kilang Sawit FGVPI Triang	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 2	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 4	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 1	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 01	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 04	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Kechau B	Malaysia	Kilang Sawit FGVPI Kechau B	Certified	2017	2017	2022			
Kompleks Kechau B	Malaysia	Ladang FGVPM Telang 01	Certified	2017	2017	2022	No		

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>	Certified	2017	2017	2022			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>	Certified	2017	2017	2022			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>	Certified	2017	2017	2022			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Terapai 01	Certified	2017	2017	2022	No		
<i>Kompleks Chiku</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chiku</i>	Certified	2018	2018	2022			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM Chiku 04	Certified	2018	2018	2022	No		

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Kompleks Chiku	Malaysia	Ladang FGVPM Chiku 08	Certified	2018	2018	2022	No		
Kompleks Keratong 2	Malaysia	Kilang Sawit FGVPI Keratong 2	Certified	2018	2018	2022			
Kompleks Keratong 2	Malaysia	Ladang FGVPM Bera Selatan 03	Certified	2018	2018	2022	No		
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVPI Keratong 3	Certified	2018	2018	2022			
Kompleks Keratong 3	Malaysia	Ladang FGVPM Keratong 11	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh	Certified	2018	2018	2022			
Kompleks Kerteh	Malaysia	Ladang FGVPM Semaring 01	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi	Certified	2018	2018	2022			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPPTR	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 5	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir	Certified	2018	2018	2022	No		

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Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Kilang Sawit FGVPI Tenggara	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 09	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 11	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 13	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	Certified	2018	2018	2022	No		
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Aring A	Malaysia	Ladang FGVP M Aring 3	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 4	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 5	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 6	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 07 (LADANG RASIONALISASI)	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 8	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 10	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 11	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M Aring 15	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Kilang Sawit FGVP I Chalok	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVP M Setiu 1	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Chalok	Malaysia	Ladang FGVP M Setiu 2 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Kilang Sawit FGVP I Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Serting Hilir 8	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 17	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 18	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 19 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 20 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 21	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Tembangau 06	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVP I Jerangau Barat	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M Rantau Abang 2	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Hampanan Badai	Malaysia	Ladang FGVAS Sahabat 59	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang GGVPMSahabat 54	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	Not Certified				Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	North	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central A	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central B	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification

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TEOPP Mill	Malaysia	South	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification

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Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Certified				Yes	2025	Suspension by RSPO CP	New Certification
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification

3.3 Details of Nonconformities

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

During this Assessment there were *Four (4) Critical; Four (4) Minor* nonconformities and *no Opportunity For Improvement* raised. The *FGVPI Bukit Sagu 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 #	2300745-202301-M1	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	6.7.3 (Critical)		
Statement of Nonconformity:	The sanitation facility was not appropriately utilized		
Requirement Reference:	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.		
Objective Evidence:	At Bukit Sagu 04 Estate, it was observed that most of the spraying operators did not wash their contaminated PPE & clothing and take their shower at the sanitation facility provided, after returning from work. They were seen to be going back straight to the quarters.		
Corrections:	<ol style="list-style-type: none"> 1. To appoint new Person In Charge for monitor on sanitation after PPE usage 2. To conduct training for sanitation after PPE usage to new Person In Charge 3. To conduct Awareness to workers regarding sanitation after PPE Usage by management. 4. To monitor and enforce sanitation after PPE usage via workplace inspection by staff. 		
Root Cause Analysis:	No supervision & no enforcement to the workers on sanitation after PPE usage by management due to changes new person incharge.		
Corrective Actions:	The management need to discuss on the sanitation after PPE usage in the OSH meeting.		
Assessment Conclusion:	<p>Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (01)RSPO/ Surat Lantikan signed by estate manager, Mr Azwande bin Ali and appointed Mr NorAzlin bin Sahak.</p> <p>Awareness training has been conducted by the estate management on the SOPs on 23/01/2023 and has been verified based on attendance records and has been</p>		

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	<p>confirmed through interview with the spraying gang, which they can demonstrate their understanding on the SOPs.</p> <p>Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0.</p> <p>Monitoring and inspection for sanitation after spraying works for spraying gang has been conducted during the workplace inspection. Sighted workplace inspection conducted on 02/02/2023 conducted by Mr Mohd Raziman and Ahmad Syazwan as field conductor and PIC for implementation of the procedure.</p> <p>The sanitation issues after spraying has been discussed during the OSH meeting that will be conducted quarterly. Latest meeting has been conducted on 16/02/2023 reference number MOM/Bil (01)/2023</p>
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Non-conformity			
NCR Ref #	2300745-202301-M2	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	Social management has not been implemented		
Requirement Reference:	C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance --		
Objective Evidence:	<p>FGVPM Bukit Sagu 04 Estate</p> <p>There is some issues that has been highlighted in the social management plan has not been implemented by the management.</p> <p>a. Complaint from workers that are not comfortable with dusty and noisy sound from the quarry operation nearby. Management plan Management has plan to meet up with the management of the quarry and discuss any solution for any the issues. Implementation/Finding The management has come into agreement that explosion of rocks only will be done in the morning and quarry management will spray the roads with water to prevent dusty roads. The issues have been highlighted as closed in the management plan. However sighted memo from the quarry dated 22/12/2022 stated that rock explosion done from 1230pm until 430pm which is contradicted with the conclusion from the meeting. There is still complaint from the workers on the issues during the interview by auditor.</p> <p>b. Complaint on damage fence at Tadika Kemas in FGVPM Bukit Sagu 04 Estate Management plan To repair the damage fences. Implementation/Findings During the site visit, it has been found out that fence at Tadika Kemas is still</p>		

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	damages and unattended by the management
Corrections:	<ol style="list-style-type: none"> 1. Conduct retraining on SOP grievance to new person in charge (Assistant Manager, clerks/ HEP officer) together with evaluation after training 2. Compile details and manage on grievances and evidences- conduct meeting with quarry management & Tadika Kemas and discussing on the grievances as well as issued highlighted in SIA Management Plan. 3. Management to include issues highlighted with quarry and tadika KEMAS in Management Plan monitoring.
Root Cause Analysis:	Management were not monitor grievances received and issued highlighted in SIA Management Plan from workers or stakeholder in due to changes of person in charge.
Corrective Actions:	<p>The management need to discuss grievance issues in the management meeting together with affected stakeholders involved during stakeholder Consultation. Management need to circulate memo regarding any issues every 6 months to stakeholders related.</p> <p>Management to ensure hand over job description regarding social issues to new Person in charge as well as training to new person in charges.</p>
Assessment Conclusion:	<p>Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (03)RSPO/P1,P6 Surat Lantikan signed by estate manager, Mr Azwandee bin Ali and appointed Mr Amir Azhari bin Salleh, Johari bin Awang Kechik and Nik Razubi as PIC for any social issues and grievances. In the appointment letter has clearly highlighted job description and responsibilities as PIC.</p> <p>Training for grievances procedure has been conducted and attendance sighted on 02/03/2023 conducted by estate manager, Mr Azwandee bin Ali attended by all assistant manager, office and filed staff.</p> <p>Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0 conducted on 03/02/2023 Meetings with Tabika Kemas Bukit Sagu 04 and Quarry Tinjau Makmur Sdn Bhd has been conducted on 09/02/2023 where the issues has been discussed and action plan has been established and agreed by both parties.</p> <p>Social impact assessment action plan has been updated on 03/03/2023 to include the issues that has been highlighted by Tabika Kemas Bukit Sagu 04 and Quarry Tinjau Makmur Sdn Bhd operation and has been remarks as continuous monitoring.</p>

Non-conformity			
NCR Ref #	2300745-202301-M3	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	1.1.4 (Critical)		
Statement of Nonconformity:	Consultation and communication procedure has not been properly implemented		

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Requirement Reference:	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.
Objective Evidence:	FGVPM Bukit Sagu 07 Estate During the interview with newly recruited workers that has been recruited workers, one of the workers responded that he requested to the estate management to go back to his hometown in India due to emergency last 2 weeks and haven't get any respond by the management. Further verification has been done with workers affair staff and confirmed that he received the request and already forward to person in charge in Kuantan regional office due to the workers is still under contract. It also has been confirmed that there is no action has been taken Kuantan regional office and there is no follow up has been done by the estate management. There is also no record has been maintained on the request received.
Corrections:	<ol style="list-style-type: none"> 1. Conduct retraining on SOP grievance and SOP JTK to new person in charge (HEP officer) and regional JTK officer by JTK HQ 2. Evaluation after training 3. Compile details and manage on grievances and evidences- progress on the issues
Root Cause Analysis:	Management were not record grievance from workers and resolved issue due to effectiveness of training.
Corrective Actions:	<p>The management need to discuss grievance issues in the meeting (Mesyuarat Perundingan Pekerja) together with affected stakeholders involved. Management need to circulate memo regarding any issues every 6 months to stakeholders related.</p> <p>To conduct refresher training to Person In Charge (HEP Officer).</p>
Assessment Conclusion:	<p>Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (03)RSPO/P1,P6 Surat Lantikan signed by estate manager, Mr Azwande bin Ali and appointed Mr Amir Azhari bin Salleh, Johari bin Awang Kechik and Nik Razubi as PIC for any social issues and grievances. In the appointment letter has clearly highlighted job description and responsibilities as PIC.</p> <p>Training for grievances procedure has been conducted and attendance sighted on 02/03/2023 conducted by estate manager, Mr Azwande bin Ali attended by all assistant manager, HEP officer, office and field staff.</p> <p>Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0 conducted on 03/02/2023 Sighted evidence of the grievance where the grievance has been responded and has been allowed to go back to the origin countries base on the flight ticket and checkout memo reference</p>

Non-conformity			
NCR Ref #	2300745-202301-M4	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	3.8.16 (Critical)		

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Statement of Nonconformity:	The volume of CPO delivered in the PalmTrace shipping announcement is more than the quantity recorded in the mill's Mill Performance Report (MPR).
Requirement Reference:	Registration of Transactions 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.
Objective Evidence:	For the period under review (Nov 2021 to Dec 2022), based on the Mill Performance Report (MPR), there were 1,250.55 mt of CSPO delivered. However, based on PalmTrace data, there were 1,393.07 mt of CSPO announced to have been delivered. Therefore, there were 142.52 mt over-announced.
Corrections:	Mill downgrade 142.52mt CSPO from stock.
Root Cause Analysis:	There are miscalculation made during announcement
Corrective Actions:	Person in charge (Weighbridge Clerk) to monitor accordingly amount of transaction before sales announcement has been made by using Borang Stock Removal. Mill to discuss supply chain issues in management review.
Assessment Conclusion:	There is evidence that CSPO stock has been downgrade and align with announcement of palm trace. It can be verified base on the document laporan tahunan CPO OSCC/RSPO/MSPO 2022 updated 09/02/2023. As per interview with weighbridge clerk, any CSPO and CSPK transaction, need to be approved by assistant manager and POM manager prior to sales announcement using Borang stock removal.

Non-conformity			
NCR Ref #	2300745-202301-N1	Issued Date	20/01/2023
Due Date	Next Surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	The evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	There are several collection centres supplying FFB to Bukit Sagu POM. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Corrections:	To collect and update the information for all Direct FFB Supplier at Bkt Sagu Mill. The additional information needed is; <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 		

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	• Valid MPOB license
Root Cause Analysis:	The PIC for traceability did not aware about the information needed from direct FFB supplier. Current practise is to have a list of supplier only.
Corrective Actions:	PIC for Traceability at mill update the status of FFB supplier information to HQ officer (Jabatan Belian BTS) regularly every 6 months.
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.

Non-conformity			
NCR Ref #	2300745-202301-N2	Issued Date	20/01/2023
Due Date	Next Surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	2.1.2 (Minor)		
Statement of Nonconformity:	The system for ensuring legal compliance was not satisfactorily implemented.		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
Objective Evidence:	The sampled estates have been using scissor lift trailers attached to farm tractors in their FFB evacuation operation. However, there is no evidence that the estates have obtained the certificate of fitness in accordance with the Factories and Machinery (Notification, Certificate of Fitness and Inspection) Regulations, 1970.		
Corrections:	1) Make a review with JKPP to ensure whether PMA is necessary or not with recording by communication 2) To ensure scissor lift has PMA if confirmation from JKPP says it is necessary		
Root Cause Analysis:	Estate management is not sure whether the use of a scissor lift needs to obtain a PMA from JKPP		
Corrective Actions:	SHO to update with JKPP regularly by recording the communication		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

Non-conformity			
NCR Ref #	2300745-202301-N3	Issued Date	20/01/2023
Due Date	Next Surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	The effectiveness of the legal due diligence of the contracted third parties was not satisfactorily demonstrated.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.		

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	Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available
Objective Evidence:	At Bukit Sagu 04 Estate, the availability of PUSPAKOM certificate for FFB truck (reg. no.: VCP 9859, contractor: Sinar Suria) was not adequately evident.
Corrections:	<ol style="list-style-type: none"> 1) To conduct training regarding applicable legal requirements to assigned person responsible. 2) To monitor compliance and to track and update the regulatory requirements among contractors via monitoring checklist regularly every 6 months. 3) To obtain PUSPAKOM certificate for FFB truck (reg. no.: VCP 9859, contractor: Sinar Suria) and evidence follow up by estate.
Root Cause Analysis:	Due to lack of training to assigned person responsible to monitor compliance to monitor and enforce contractor to meet applicable legal requirements.
Corrective Actions:	Management to conduct continues training to PIC regarding roles to monitor compliance related and prepare documents of effectiveness after training.
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.

Non-conformity			
NCR Ref #	2300745-202301-N4	Issued Date	20/01/2023
Due Date	Next Surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	7.8.1 (Minor)		
Statement of Nonconformity:	Implementation of water management plan has been not properly implemented		
Requirement Reference:	<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> <ol style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. <p>- Minor compliance -</p>		
Objective Evidence:	<p>FGVPM Bukit Sagu 04 Estate</p> <p>Verification has been done by auditor for deduction usage of water through pay slips and water usage monitoring records. It has been found out that one of the house House#74 where the water usage is higher compared to the others houses for 3 consequences months (September October, November 2022). Details as per below</p>		

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	Months	Total amount (RM)	Total occupant	Deduction/worker (RM)
	September 22	125.01	5	25.00
	October 22	126.99	5	25.70
	November 22	73.00	2	36.77

Further verification has been done during site visit to house#74 and found out that there is pipe leakage outside of the house. It also has not been identified during the line site inspection which has been conducted on weekly basis.

Corrections:	<ol style="list-style-type: none"> 1. Give regular warnings to hostel workers related to closing the water tap/leakage 2. Update the water management plan to in line with onsite 3. Install water saving signage in the employee dormitory area 4. Make an application to replace the tap to the type of buoy
Root Cause Analysis:	The issues waste of water at worker’s hostel never been discussed seriously at estate management after several reminder were told during morning rollcall.
Corrective Actions:	<ol style="list-style-type: none"> 1. Appoint a gardener in the dormitory to check the water tap/leakage 2. Monitoring by HEP officer using line site record with comment whether positive/negative findings
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2300745-202301-I1 (6.2.6)</p> <p>Based on the Decent Living Wages Plan for Bukit Sagu Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following:</p> <ol style="list-style-type: none"> a) FGV own mechanism of calculation to determine workers wage b) Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia c) FGV is committed to ensure all FGV workers getting decent living <p>The management of FGV Holdings Berhad has plan to conduct assessment and new calculation of LW base on current minimum wages and Household Expenditure Survey Report 2019. OFI has been raised for auditor to verify the implementation of the management plan during next assessment.</p>

Positive Findings	
PF #	Description
PF 1	Very good cooperation and hospitality by management team/staff/sustainability team

PF 2	Good awareness on sustainability aspects among the workers and stakeholders
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3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2128849-202111-M1	Issued Date	11/11/2021
Due Date	08/02/2022	Closure Date	08/02/2022
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	The effective implementation of mitigation measures was not satisfactorily demonstrated.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	There was an accident happened on 17/08/2021 at Bukit Sagu POM's kernel workstation (Rolek No. 5) where an employee fell from a steep staircase which has caused injury and more than 4 days LTI. Based on the accident investigation report, one of the recommended mitigation measures was to install handrail to the staircase which the mill had already done. There is also a similar staircase at Rolek No. 4, located just next to Rolek No. 5 and covered under the same safety risk evaluation (HIRADC). However, no handrail was installed to the staircase.		
Corrections:	1) Prepare budget on installment handrail Evidence on instalment handrail		
Root Cause Analysis:	No handrail was installed to the staircase Rolek No 4 due to budget constrain by management.		
Corrective Actions:	Management to discuss regarding budget in management meeting in December 2021 with finance unit, KS Bkt Sagu.		
Assessment Conclusion:	<p>The following evidence were verified:</p> <ol style="list-style-type: none"> 1) Pictures of handrails have been installed at Rolek No. 4 2) Record (e.g. minutes of meeting) that shows the management has conducted a meeting with the finance unit in Dec 2021 with regards to this issue <p>The evidence of corrections and corrective actions were found to be adequate to close the NCR. Continuous effective implementation shall be verified in the next assessment visit.</p>		
Effectiveness Closure (for previous audit closed Critical NC):	From the verification on site visit at the Rolek No. 4 and 5, the handrails were still intact and there has been no similar accident happened. Thus, the NCR remains closed.		

Non-conformity			
NCR Ref #	2128849-202111-N1	Issued Date	11/11/2021

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Due Date	Next Surveillance	Closure Date	20/01/2023
Indicator & Category (Critical / Minor)	7.3.2 (Minor)		
Statement of Nonconformity:	The management of SW322 Non-halogenated organic solvents were not adequately demonstrated.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>SW322 Non-halogenated organic solvents were generated by the mill at the lab. It was noticed that:</p> <ul style="list-style-type: none"> - The waste was not identified in the Waste Management Plan (Pengenal pastian Sumber & Jenis Bahan Buangan) - The waste inventory was not maintained and updated. - The date of generation was not available at the container used to store the waste in the laboratory. - There was no evidence of disposal under SW322 to DOE Licensed Contractor. <p>Interview with the lab personal indicated that they were unaware of the procedures of storage and disposal of SW322.</p>		
Corrections:	<ol style="list-style-type: none"> 1) The Management to conduct training for lab personal regarding SW 322 2) Management to prepare documentation on Inventory & Identification nhexane as schedule waste in waste management plan 3) To appoint DOE Licensed Contractor to collect SW 322 <p>Evidence of date of generation at the container used to store the waste in the laboratory</p>		
Root Cause Analysis:	No awareness on SW322 Non-halogenated organic solvent to new person incharged due to new revised manual on Chemical Handling procedure.		
Corrective Actions:	<ol style="list-style-type: none"> 1) Continuous training to New PIC regarding SW management annually based on training need analysis. 2) Management to discuss SW management in Environment meeting annually. 		
Assessment Conclusion:	The correction and corrective action plan are accepted. The evidence of effective implementation of the corrective action shall be verified in the next assessment.		
Effectiveness Closure (for previous audit closed Critical NC):	From the verification with mill management already identified the SW 322 under scheduled waste identification and already input the SW 322 in the scheduled waste inventory. The latest disposal was on Oct 2022, thus the Minor NC was close.		

Non-conformity			
NCR Ref #	2117390-202110-N1	Issued Date	14/10/2021 (Remote)
Due Date	Next surveillance	Closure Date	20/01/2023

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Indicator & Category (Critical / Minor)	7.3.1 (Minor)
Statement of Nonconformity:	The implementation of wastes management plan was not satisfactorily demonstrated.
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:	Based on verification through Google Earth, the wastes landfill at Bukit Sagu 04 Estate (GPS: 4° 2'24.55"N 103° 8'9.64"E), Bukit Sagu 06 Estate (GPS: 4° 2'23.77"N 103° 6'34.32"E) and Bukit Sagu 07 Estate (GPS: 3°59'4.95"N 103° 5'52.08"E), there are rivers within their 500 m radius distances. This is not in-line with the company's SOP Pengurusan Sisa Pepejal (Solid Wastes Management SOP) [doc. no.: FGVPM/L2/PAS-02, rev. 1, dated 23/01/2020], Clause 6.1.1.1.1 which reads: "Pemilihan kawasan untuk dibuat tapak pelupusan - Mestilah 500 meter dari anak-anak sungai. Kedudukan tapak pelupusan mestilah berada dalam sekitar >500m dari kawasan penempatan penduduk" (The location of landfill area must have a distance more than 500 m from river. It also must be more than 500 m from residential area.).
Corrections:	1) The Management to appoint an officer to monitor the issue of disposal of domestic wastes at landfill. Evidences on implementation of new area landfill management.
Root Cause Analysis:	No monitoring on wastes landfill area due to no person incharge appointed.
Corrective Actions:	1) Continuous training to new PIC regarding landfill management- domestic waste, 3R as well as zero burning Management to discuss landfill issues every 6 months.
Assessment Conclusion:	The correction and corrective action plan are accepted. The evidence of effective implementation of the corrective action shall be verified in the next assessment.
Effectiveness Closure (for previous audit closed Critical NC):	For Domestic waste, the management plan was to dispose the waste at government landfill. As per verification the management was disposed the domestic waste at PPRT. This was arrange with contractor BUJ Technology Enterprise as transporter the waste from housing area to PPRT Landfill. Sighted License BUJ Technology Enterprise from Department of Solid waste under Ministry of house and local. The license JPSPN/737109-U/BW000878 valid from 21/12/2021 until 15/3/2023. There also sighted latest record of domestic waste dated 14/1/2023 under ticket D012703.

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: Nil</p> <p>Verification / Follow-up actions:</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2300745-202301-M1	Critical	6.7.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M2	Critical	3.4.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M3	Critical	1.1.4	20/01/2023	Closed On 03/03/2023
2300745-202301-M4	Critical	3.8.16	20/01/2023	Closed On 03/03/2023
2300745-202301-N1	Minor	2.3.2	20/01/2023	Open
2300745-202301-N2	Minor	2.1.2	20/01/2023	Open
2300745-202301-N3	Minor	2.2.2	20/01/2023	Open
2300745-202301-N4	Minor	7.8.1	20/01/2023	Open

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss *FGVPI Bukit Sagu POM 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)
Internal	Gender committee for each operating units	Face to face
Workers union	Mr Zaizi Abu Kassim, FGVPW Workers representative	Face to face
Contractor	Thiban A/L Selvaraju, Mahu Berjaya Enterprise	Face to face
Contractor	Guneselan A/L Balasubramaniam Nalar Gemilang Enterprise	Face to face
Government (school)	Norhimawati Ibrahim ,Headmaster of KAFA school, FELDA Bukit Sagu 3/4	Face to face

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Internal	Newly recruited foreign workers	Face to face
Neighbouring estate/ FFB supplier	Mohd Shahrizam bin Abdul Halim	Face to face

Stakeholders comment

1	<p>Feedbacks: Gender representative for each operating unit</p> <p>2 gender representatives for each operating have been interviewed. Based on the interview, there is evidence that all female workers can participate in gender committee and has been invited for meeting that will be conducted every 6 months. As per interview, it has been confirmed that grievance procedure for any harassment has been communicated and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as period delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed by one of representative which also new mother.</p> <p>Audit Team verification and response: No further verification required</p>
2	<p>Feedbacks FGVPM Workers representative</p> <p>Mr Zaizi Abu Kassim has been appointed as president for workers union in from FGVPK Bukit Sagu. He mentioned he has been elected through election that has been conducted without interference of the management. He said all workers and staff can join the workers union except executive. For now, there is no request from the workers union and routine meeting will be conducted at least once a year. Responded to question on promotion, he said that all promotion is base on the recommendation by the section lead, appraisal approval by the management. If there is grievance/appeal on the promotion, it can be communicated with representative from workers union and the issues will be forwarded to the management.</p> <p>Audit Team verification and response: No further verification required</p>
3	<p>Feedbacks Headmaster of KAFA school, FELDA Bukit Sagu 3/4</p> <p>KAFA school, FELDA Bukit Sagu 3 /4located around 2km from FGVPI Bukit Sagu and supply bases and some kids from FGVPI Bukit Sagu and travel by van to school. She also mentioned good relationship has been maintained between both parties and he also mentioned that he aware about consultation and communication procedure and know who need to be contacted for any communication/consultation. He also hopes that there will be activities together with FGVPI Bukit Sagu POM and school.</p> <p>Audit Team verification and response: No further verification required</p>
4	<p>Feedbacks: Neighbouring estate/FFB supplier (FELDA Bukit Sagu 01 Estate)</p> <p>Boundaries for both estates has been well maintained by both parties and can be clear seen base on boundary markers and 10ft drain that has been constructed. Mr Shahrizam confirmed that there is no dispute or land issues between both companies. He also aware method/mechanism of communication if there is any issues related to land. He mentioned there is 2 types of FFB supplier from FELDA which is under the management of FELDA, managed by the FELDA but sent under FELDA Bukit Sagu 01. Payment for FFB will be done by FGVPI Bukit Sagu POM on weekly basis through FELDA and payment will be made by FELDA to settler. He also mentioned that explanation of for FFB pricing has been by the management during Communication of the FFB pricing has been done during Jawatankuasa permuafakatan, produktiviti dan kualiti (JPPK).</p> <p>Audit Team verification and response: No further verification required</p>

5	<p>Feedbacks: Mahu Berjaya Enterprise, Nalar Gemilang Enterprise</p> <p>Based on interview, the contractor agreed good relationship has been established between management and contractors. The contractor also mentioned that the payment paid within 30 days as per terms and conditions. Contractor was being briefed regarding RSPO & MSPO during stakeholders meeting. All workers recruited is local workers and SOCSO and EPF contribution made by the contractors itself.</p>
	<p>Audit Team verification and response: The estate management noted with the comment and will try to improve communication and relationship with all contractors. Payment for contractor will be made by Region Office and all documents for payment prepared by the estate. No further verification required</p>
6	<p>Feedbacks: Newly recruited workers (India)</p> <p>4 newly recruited workers have been interviewed during the audit. It has been confirmed that interview process at has been done at the origin countries and all newly recruited workers understand that all recruitment cost will be borne FGV Plantation Berhad. Cost for passport and medical check up need be upfront by the workers and will be reimburse at 1st months of the salary.</p>
	<p>Management Responses:</p> <p>The management said that all procedure has been followed and implemented where interviewed with the workers on their understanding and declaration by the workers has been done at the origin country and one stop centre. Another interview will be done after 3 months of services.</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
Not applicable as the certification unit has undergone second cycle of replanting.					


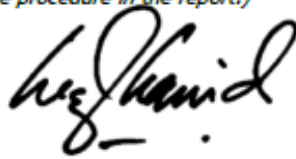
Previous land owner / user comment	
	Feedbacks: Nil
	Audit Team verification and response: Nil

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 FGVPI Bukit Sagu POM and Supply Base 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 FGVPI Bukit Sagu POM and Supply Base is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Muhamad Naquiuddin Mazeli	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 8/3/2023	Date: 10 MAR. 2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Memo sighted for FGVPI Bukit Sagu POM where has outline document that publicly available for stakeholders to request. There is total 13 document has been listed but not limited to specified. Memo has been signed by POM manager; Mr Hartono Hanafi dated 10/09/2022. While for FGVPM Bukit Sagu 06 Estate, sighted in the memo dated 20/06/2022 title "Penyediaan dokumen umum di pejabat"</p> <p>While for FGVPM Bukit Sagu 06 Estate, memo sighted dated 20/06/2022 signed by Estate Manager, Mr Abdul Khalil and for FGVPM Bukit Sagu 08 Estate dated 20/01/2022 signed by Mr Irfan bin Ahmad Nadzrin.</p> <p>As per interview with the management of each operating units, document can be access through FGV Holdings Berhad website and upon request to the management through the consultation and communication procedure.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>There is evidence that all document and information provided is based on Bahasa Malaysia and English of required. Sample has been taken for 2 documents which are social impact assessment conducted for FGV Bukit Sagu Complex conducted in September 2022 by the Mr Ahmad Akram Abd Jalal, Sustainability compliance</p>	Complied

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		& certification department and OSH plan documented in Pelan Keselamatan dan Kesihatan Pekerja 2023.	
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	There is no information request from internal and external stakeholders for all operating units only request of assistant by the stakeholders.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	<p>FGV has established SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. Social liaison staff has been appointed for each operating units and verified from appointment letter. For FGVPM Bukit Sagu 06 Estate, Mr Izzat Suffian Roslan, For FGVPM Bukit Sagu 08 Estate, Mr Ayub Ilyasa and for FGVPM Bukit Sagu 07 Estate, Mr Mohd Ishak bin Kassim</p> <p>Communication of the procedure has been conducted by each operating units and has been confirmed through records of training documented in "Laporan Latihan/ceramah/taklimat/roll call". Details as per below</p> <p>FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>FGVPM Bukit Sagu 08 Estate Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022 Communication to the workers conducted on 25/08/2022 during the morning muster call</p>	Non-compliance

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		<p>FGVPM Bukit Sagu 07 Estate</p> <p>During the interview with newly recruited workers that has been recruited workers, one of the workers responded that he requested to the estate management to go back to his hometown in India due to emergency last 2 weeks and haven't get any respond by the management. Further verification has been done with workers affair staff and confirmed that he received the request and already forward to person in charge in Kuantan regional office due to the workers is still under contract. It also has been confirmed that there is no action has been taken Kuantan regional office and there is no follow up has been done by the estate management. There is also no record has been maintained on the request received. Hence, critical NC was raised.</p>	
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>List of stakeholders has been maintained by each operating units which has been classified as external and internal stakeholders. For internal stakeholders, it is included workers, contractor, and sundry shops. While for external stakeholders, it has included NGOs, government agencies and others. Information included nominated representative, telephone numbers, address.</p>	Complied
<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>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment regarding sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p>	Complied

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		<p>Supplier Code of Conduct was available in the company’s website (Doc. Version: 01/05/2020) which outlined the business ethics & integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -</p>	<p>FGV Holdings Berhad has established system to monitor compliance to the policy through internal audit which is conducted at least annually. For FGVPI Bukit Sagu POM, latest internal audit was conducted on 22-23/11/2023 by Mr Nur Hazwani Binti Norhata .However, there is no nonconformities has been raised related to policy for ethical conduct.</p> <p>Other than that, FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p> <p>FGV Holdings Berhad, Group Internal audit (GIA) in headquarters has been established as part of mechanism to monitoring compliance of business transaction for all operating units under FGV Holdings Berhad. Compliance of monitoring will be done base on sample of operating units. For Wilayah 1, latest audit for business transaction done in FGV Kerteh Complex and FGV Chini Complex in November 2022.</p> <p>Internal audit for FGVPM Bukit Sagu 06 Estate, has been conducted on 24-26/11/2022 and for FGVPM Bukit Sagu 08 Estate on 24-25/11/2022</p>	<p>Complied</p>

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	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>The CU continued to comply with the legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. Among the evidence of compliance verified are as follows:</p> <p>FGVPM Bukit Sagu 04</p> <p>License for Diesel storage was available as per PHG/PD/K/54/2019, the limit storage was 10,000litre valid from 5/9/2021 until 4/9/2024</p> <p>License for RON95 storage was available as per PHG/PD/K/043/2019, the limit storage was 10,000 litre valid from 1/5/2021 until 30/4/2024.</p> <p>MPOB License was available as per verification 558968002000 valid from 1/3/2022 until 28/02/2023.</p> <p>FGVPISB Bukit Sagu</p> <p>The MPOB license 500202104000 for selling, transfer, buying and milling for FFB,PK,CPO and SPO valid from 1/4/2022 until 31/3/2023</p> <p>Jadual Pematuhan no 004129 was available and valid from 1/7/2022 until 30/6/2023.</p> <p>License for installation and generate electrical from Suruhanjaya Tenaga no; 53484 that have permission for 3018kW valid from 24/2/2022 until 23/2/2023</p> <p>license from KPDNKK regarding to Diesel storage (24,000liter) as per letter PHG/PD/K/37/08 was valid from 9/3/2021 until 8/3/2024</p> <p>FGVPM Bukit Sagu 7</p> <p>License from KPDNKK regarding to Ron 95 storage (200 liter) as per letter PKPDNHEP.PHG.600-5/1/4/144 was valid from 24/11/2022 until 23/11/2023</p>	Complied

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		<p>The MPOB license 559045002000 for selling and transfer FFB, valid from 1/3/2022 until 28/2/2023</p> <p>License from KPDNKK regarding to Diesel storage (8,190 liter) as per letter PHG/PD/K/33/97 was valid from 12/10/2021 until 11/10/2024</p> <p>Calibration record for Neraca Spring SEKO (5kg) by De Metrology Sdn Bhd as per B147507 dated 7/7/2022 was available.</p> <p>FGVPM Bukit Sagu 6</p> <p>The MPOB license 559597002000 for selling and transfer FFB, valid from 1/4/2022 until 31/3/2023.</p> <p>The MPOB license 571667011000 for selling and transfer seed & plant, valid from 1/5/2022 until 30/4/2023.</p> <p>License from KPDNKK regarding to Ron 95 storage (200 liter) as per letter PKPDNHEP.PHG.600-5/1/4/63 was valid from 14/7/2022 until 13/7/2023</p> <p>License from KPDNKK regarding to Diesel storage (10,000 liter) as per letter PHG/PD/K/9/87 was valid from 12/08/2021 until 06/08/2024</p> <p>Calibration from De Metrology Sdn Bhd for Neraca Spring ARROW (100kg) C1-ATN-05280 dated 13/1/2023</p> <p>FGVPM Bukit Sagu 8</p> <p>The MPOB license 558969002000 for selling and selling and transfer FFB, valid from 1/3/2022 until 28/02/2023.</p> <p>License from KPDNKK regarding to Diesel storage (10,000 liter) as per letter PHG/PD/K/29/2021 was valid from 27/04/2021 until 26/04/2024</p> <p>Calibration from De Metrology Sdn Bhd for Neraca Spring CAMRY (100kg) C1-ATN-08691 dated 22/11/2022.</p>	
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2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The mechanism is guided by Manual Procedure, Perundangan Dan Lain-Lain Keperluan Kawalan (Legal and Other Requirements) [FPI/L2/QOSHE-2.0]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register there is a column to record the status of compliance and it was done by the assistant managers. The report of status of compliance helps the management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action.</p> <p>The sampled estates have been using scissor lift trailers attached to farm tractors in their FFB evacuation operation. However, there is no evidence that the estates have obtained the certificate of fitness in accordance with the Factories and Machinery (Notification, Certificate of Fitness and Inspection) Regulations, 1970. Hence, minor NC was raised.</p>	Non-compliance
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The estates have installed boundary markers as sighted during the visit at the field. This confirmed that they have maintained boundary markers by installing the red/white pole and signage. In addition, there were trenches and road to mark the separation of properties of each estates.</p>	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contracted parties has been maintained by each operating units in document title "Senarai pihak berkepentingan" which contracted parties has been classified as internal stakeholders. Details of contracted parties as per operating units as per below</p> <p>There are for contractors for FGVPB Bukit Sagu 04 Estate which is 2 for FFB transporter (RS Sinar Suria Jaya and FGV Transport</p>	Complied

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		<p>Services) and 2 contractors for replanting, and 1 contractor for EFB transport, Impian Jaya Enterprise. While for FGVPI Bukit Sagu POM, sample of 4 contractors has been taken by auditor and verified. Details as per below</p> <ul style="list-style-type: none"> a. BUJ Technology Enterprise; for domestic waste disposal b. Muhammad Tahir bin Ab Majid c. Sallah Khan; grass cutting works contract d. CMZ resources; grass cutting works <p>While for FFB supplier, 2 FFB supplier has been sampled which are</p> <ul style="list-style-type: none"> a. Sedia Budi Sdn Bhd dated 04/06/2022 b. Bukit Sagu Resources <p>For FGVPM Bukit Sagu 07 Estate, there is only 1 contractor which Nalar Gemilang Sdn Bhd and Kedai Runci FGVPM. While for FGVPM Bukit Sagu 06 Estate, there is 2 contracted parties which contractor for FFB transport, Arah Bermaju Enterprise and Kedai Runcit Ladang FGVPM Bukit Sagu 06. While for FGVPM Bukit Sagu 08 Estate, there are 3 contractors, Impian Jaya Plantations, Mahu Berjaya Enterprise and Suria Pajar Enterprise.</p>	
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>There are for contractors for FGVPM Bukit Sagu 04 Estate which is 2 for FFB transporter (RS Sinar Suria Jaya and FGV Transport Services) and 2 contractors for replanting, and 1 contractor for EFB transport, Impian Jaya Enterprise. While for FGVPI Bukit Sagu POM, sample of 4 contractors has been taken by auditor and verified. Details as per below</p> <ul style="list-style-type: none"> a. BUJ Technology Enterprise; for domestic waste disposal contract dated 01/01/2023 b. Muhammad Tahir bin Ab Majid; grass cutting works contract dated 01/01/2023 	Non-compliance

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		<p>c. Sallah Khan; grass cutting works contract dated 01/01/2023 d. CMZ resources; grass cutting works contract dated 01/01/2023</p> <p>While for FFB supplier, 2 FFB supplier has been sampled which are</p> <p>c. Sedia Budi Sdn Bhd dated 04/06/2022 d. Bukit Sagu Resources</p> <p>For FGVPM Bukit Sagu 07 Estate, there is only 1 contractor which Nalar Gemilang Sdn Bhd and Kedai Runci FGVPM. While for FGVPM Bukit Sagu 06 Estate, there is 2 contracted parties which contractor for FFB transport, Arah Bermaju Entepriase and Kedai Runcit Ladang FGVPM Bukit Sagu 06.</p> <p>Contract agreement and supplier code of conduct sighted as per below</p> <p>a. Arah Bermaju Entepriase document number (59)/FGVPM/SPK/Contract management/2022 b. Kedai Runcit FGVPM Bukit Sagu 06 dated 14/09/2022</p> <p>FGVPM Bukit Sagu 08 Estate</p> <p>a) Mahu Berjaya Enterprise b) Impian Jaya</p> <p>Stated in the supplier code of conduct, FGV Holdings Berhad, there requirement to comply with legal requirement and disallowing child, forced and trafficked labour.</p>	
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		<p>Due diligence for each contractors has been done by operating units each months where all document related to workers has been collected by each operating units for verification. Other than, it has been inspected base workplace inspection that has done every 3 months by the management and will be discuss during the OSH meeting.</p> <p>At Bukit Sagu 04 Estate, the availability of PUSPAKOM certificate for FFB truck (reg. no.: VCP 9859, contractor: Sinar Suria) was not adequately evident thus minor nc have been raised during this audit.</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 contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:</p> <ul style="list-style-type: none"> a) Mahu Berjaya Enterprise b) Impian Jaya c) Sedia Budi Sdn Bhd d. Bukit Sagu Resources 	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims 	<p>Verified list of direct sourced FFB supply to FGVPISB Bukit Sagu Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p> <ul style="list-style-type: none"> - Source of FFB - Address of plantation/dealer 	Complied

	<ul style="list-style-type: none"> Valid MPOB license <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> MPOB license and Validity Coordinate and size of plantation 																									
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>There are several collection centres supplying FFB to Bukit Sagu POM. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill. Thus, a non-conformity report was assigned due to this lapse.</p>	Non-compliance																								
Principle 3: Optimise productivity, efficiency, positive impacts and resilience																											
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.																											
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Bukit Sagu POM has documented an annual business plan in the form of annual budget and the projection for 3 years (until 2026) which is prepared as guidance for future planning. The business plan contains the information about FFB processed, Estimated CPO Price, Estimated PK Price, Estimated Shell Price, Estimated Sludge Oil Price. The sampled estates are implementing the similar concept with the mill. The estates' business plans contain Projected Crop, Maintenance & Supervision, General Charges and Financial Cost.</p>	Complied																								
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>An annual replanting programme is available projecting the proposed replanting programme from 2023 to 2028. The programme is as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="4">Ha to be replanted</th> </tr> <tr> <th>BS04</th> <th>BS06</th> <th>BS07</th> <th>BS08</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>0</td> <td>250.56</td> <td>0</td> <td>0</td> </tr> <tr> <td>2024</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2025</td> <td>0</td> <td>392.59</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year	Ha to be replanted				BS04	BS06	BS07	BS08	2023	0	250.56	0	0	2024	0	0	0	0	2025	0	392.59	0	0	Complied
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		2026	0	358.04	0	0	
		2027	0	0	0	0	
		2028	0	0	0	0	
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>FGVPISB Bukit Sagu POM’s Management Review is done annually and was last conducted on 02/12/2022. It was chaired by the Mill Manager, and attended by 13 key personnel which includes AMs, staffs, office clerk, lab analyst, weighbridge clerk, etc.</p> <p>Based on the minutes of meeting, the following agendas were adequately recorded:</p> <ul style="list-style-type: none"> • Internal Audit Report • Environmental aspect • SIA action plan • Production • Follow up action from previous management review • Safety & Health • Continual improvement manual • Other business <p>The sampled estates Management Review meetings were done annually and were last conducted in 06/12/2022 (BS04), 30/11/2022 (BS06 & BS07), and 05/12/2022 (BS08). It was chaired by the respective Estate Managers, and attended by key personnel which includes AMs, staffs, office clerks, etc.</p> <p>Based on the minutes of meeting, the following agendas were adequately recorded:</p> <ul style="list-style-type: none"> • Internal Audit Report 					Complied

		<ul style="list-style-type: none"> • Customer satisfactory • Production • Environmental aspect • SIA action plan • Replanting • Changes that could affect the management 	
<p>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.</p>			
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>Action plan for continual improvement has been implemented, based on a consideration of the main social and environmental impacts and opportunities.</p> <p>Continuous improvement plan of main social impacts including following:</p> <ul style="list-style-type: none"> - Reduction of pesticides consumption - Maintaining zero burning practice - Ensuring operation and production budget is not overran - To achieve the budgeted FFB production - Continue to observe all SOPs to prevent occupational incidents 	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>Bukit Sagu POM Certification Unit has filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. Based on verification through various documents such as land titles, JKPP report, employees register, computer software recording system, to name a few, the data reported in the metrics template were found to be accurate.</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>Documented Standard Operating Procedures (SOPs) for FGVPISB Bukit Sagu POM were available and maintained in a file. There were 141 SOPs [doc. No.: FPI/L3/1-01 to FPI/L3/16-01] in total which covered the entire operation of the mill including administration. The SOPs were established on 02/01/2001 and last updated on 23/10/2017.</p> <p>For the estates, "Manual Ladang Sawit Lestari " (Oil Palm Plantation Sustainability Manual) is in place. The standard operation procedure SOP for the estate operations is available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit LESTARI on reviewed 01/06/2012 – Sawit pra matang edisi II seksyen 3 b. Manual Ladang Sawit LESTARI reviewed on 01/06/2012 – Sawit matang edisi II seksyen 4 c. Manual Ladang Sawit LESTARI 01/06/2012 – Pembajaan sawit edisi II seksyen 5 d. Prosedur Kerja Selamat e. Manual Kelestarian (Sustainability) <p>Amendments are made should there be requirement to suit the local issues/situation.</p> <p>In Mill there also establish procedure for Safety and Health, there were 102 SOPs (doc. No: FPI-PK-001 to FPI-PK-102) covered all</p>	<p>Complied</p>

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		activities in mill from accepted FFB until CPO and PK selling. This SOP review and approved on 1/12/2022.	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	The Agronomy and Agricultural Services Department Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements. Another Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned twice a year by Sustainability Department, refer to internal audit carried out at specific operating units. The record was available in each estate.	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The practices consistently monitored by mill and plantation advisors and recommendations for improvements are given to maintain the sustainable practices. Mill advisor, Operation Technical Officer, Regional General Manager visits the operating units to ensure implementations of procedures are consistent.	Complied
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	Social impact assessment conducted for FGV Bukit Sagu Complex conducted in September 2022 by the Mr Ahmad Akram Abd Jalal, Sustainability compliance & certification department. Mechanism of the assessment is through interview with internal and external onsite, document review, and reassessment of previous social management plan. For selection of the stakeholders, various categories of stakeholders has been sampled and interview. For internal	Complied

		<p>stakeholders, local, foreign, female, sundry shop operator, contractor, workers representative and gender has been interviewed. While for external stakeholders, local communities, neighbouring estate, government agencies, local business and FFB supplier has been sampled.</p> <p>While for document review, assessor referred to several document for verification as per below</p> <ul style="list-style-type: none"> a. Minute meeting for workers representative b. OSH meetings c. JPPK meeting d. Previous SIA report <p>The assessment of both the above was made in Social/Environmental Management Plan 2022 (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) among others aimed;</p> <ul style="list-style-type: none"> a. To assess current condition based on identified potential aspects b. To verify presence of protected & conservation areas that could be significantly affected. c. To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities.to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details in: <ul style="list-style-type: none"> - Jadual 1 Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling Ketara 	
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		<ul style="list-style-type: none"> - Jadual 2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang - Jadual 3. Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif) d. To comply with various sustainability certification schemes <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. All the above documents were updated accordingly respectively in Jan 2022. These contents are reviewed annually for any revision and updates.</p>	
<p>3.4.2</p>	<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>Social impact assessment procedure has been documented in the "Kajian Penilaian Impak Sosial (SIA) document number FGV/GSD-SCCD/GL/02 dated 08/03/2021. As stated in clause 7.8; management plan for issues that has been highlighted need to be established as per format and information's such as persons in charge, period of action plan and timeline for the action to be completed.</p> <p>Management plans all issues has been established for each operating unit and has been classified as short period, medium period and long-term period. Details as per below</p>	<p>Complied</p>

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		<p>FGVPM Sagu 04 Estate</p> <p>Sample of 3 issues has been taken by the auditor for verification.</p> <p>a. Issues for salary payment paid through e-wallet Merchantrade where workers have problem to access the apps</p> <p>Management plan</p> <p>i. To conduct training for all the workers related to e-wallet fir merchantrade</p> <p>ii. To provide workers with transport if the workers intend to to town on weekend.</p> <p>iii. To post name of person in charge and contact number at the notice board as reference to all workers.</p> <p>b. There is pending permit renewal issues since 2021 and workers has not been informed on the progress of the renewal process</p> <p>i. To explain on renewal process to the workers</p> <p>ii. To maintain communication with person that in charge for permit renewal at Kuantan Region office.</p> <p>c. Gender committee did not aware with grievances procedure and how to apply for budget to organize activity for gender</p> <p>i. To conduct gender committee meeting and to communicate grievance procedure for any sexual harassment and how to apply budget for any activities</p> <p>FGVPI Bukit Sagu POM</p> <p>a. There is no activities for gender committee that has been conducted for year 2021 and 2022</p>	
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		<ul style="list-style-type: none"> i. To conduct meeting for gender and to brief all gender committee how to apply for budget for any activities b. Workers are not sure what is the frequency of line site inspection will be done i. To communicate information of workers inspection during morning muster call every 6 months c. Workers are not aware with any planning for new construction of workers housing i. To communicate information to all workers on any new construction of new workers housing d. There is playground facilities in the compound. i. To refurbished current playground and all playing equipment. <p>FGVPI Bukit Sagu 07 Estate</p> <p>Issues</p> <ul style="list-style-type: none"> a. Issues for salary payment paid through e-wallet Merchantrade where workers have problem to access the apps <p>Management plan</p> <ul style="list-style-type: none"> i. To conduct training for all the workers related to e-wallet fir merchantrade ii. To provide workers with transport if the workers intend to to town on weekend. iii. To post name of person in charge and contact number at the notice board as reference to all workers. b. There is pending permit renewal issues since 2021 and workers has not been informed on the progress of the renewal process 	
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		<ul style="list-style-type: none"> i. To explain on renewal process to the workers ii. To maintain communication with person that in charge for permit renewal at Kuantan Region office. c. Gender committee did not aware with grievances procedure and how to apply for budget to organize activity for gender <ul style="list-style-type: none"> i. To conduct gender committee meeting and to communicate grievance procedure for any sexual harassment and how to apply budget for any activities <p>FGVPM Bukit Sagu 06 Estate</p> <ul style="list-style-type: none"> a. Issues for salary payment paid through e-wallet Merchantrade where workers have problem to access the apps <p>Management plan</p> <ul style="list-style-type: none"> i. To conduct training for all the workers related to e-wallet for merchantrade ii. To provide workers with transport if the workers intend to to town on weekend. iii. To post name of person in charge and contact number at the notice board as reference to all workers. b. There is pending permit renewal issues since 2021 and workers has not been informed on the progress of the renewal process <ul style="list-style-type: none"> i. To explain on renewal process to the workers ii. To maintain communication with person that in charge for permit renewal at Kuantan Region office. c. Workers are not aware with endangered and protected species in the estate 	
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		<p>i. To communicate information to the workers on information of protected and endangered species</p> <p>ii. To conduct meeting as a mechanism information collection from the workers on protected and endangered species</p> <p>The aspect and impact covered the following activities/operations among others;</p> <table border="1" data-bbox="1167 611 1917 992"> <thead> <tr> <th colspan="4">Bukit Sagu Estates</th> </tr> <tr> <th></th> <th>Activities</th> <th></th> <th>Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Poisoning of VOPs/ woodies</td> <td>7</td> <td>Vehicle maintenance by contractors</td> </tr> <tr> <td>2</td> <td>Circle spraying</td> <td>8</td> <td>EFB application</td> </tr> <tr> <td>3</td> <td>Management of empty containers</td> <td>9</td> <td>Fertilizer storage /application</td> </tr> <tr> <td>4</td> <td>Rat baiting</td> <td>10</td> <td>Grass slashing</td> </tr> <tr> <td>5</td> <td>Diesel Reception</td> <td>11</td> <td>Chemical's storage</td> </tr> <tr> <td>6</td> <td>Triple rinsing</td> <td>12</td> <td>Grading of FFB</td> </tr> </tbody> </table>	Bukit Sagu Estates					Activities		Activities	1	Poisoning of VOPs/ woodies	7	Vehicle maintenance by contractors	2	Circle spraying	8	EFB application	3	Management of empty containers	9	Fertilizer storage /application	4	Rat baiting	10	Grass slashing	5	Diesel Reception	11	Chemical's storage	6	Triple rinsing	12	Grading of FFB	
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3.4.3	<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>FGVPM Bukit Sagu 08 Estate</p> <p>As per conversation with the management, latest management plan for SIA has yet to be done and will be implemented in January and February 2023 and will try complying with short term period that will end in February 2023. Since then, verification by auditor for previous social management plan has been taken for verification</p> <p>a. Complaint from workers that are not comfortable with dusty and noisy sound from the quarry operation nearby. Management plan</p>	Non-compliance																																

		<p>Management has plan to meet up with the management of the quarry and discuss any solution for any the issues.</p> <p>Implementation</p> <p>The management has come into agreement that explosion of rocks only will be done in the morning and quarry management will spray the roads with water to prevent dusty roads. The issues have been highlighted as closed in the management plan. However sighted memo from the quarry dated 22/12/2022 stated that rock explosion done from 1230pm until 430pm which is contradicted with the conclusion from the meeting. There is still complaint from the workers on the issues during the interview by auditor.</p> <p>b. Complaint on damage fence at Tadika Kemas in FGVPM Bukit Sagu 04 Estate</p> <p>Management plan</p> <p>To repair the damage fences.</p> <p>Implementation</p> <p>During the site visit, it has been found out that fence at Tadika Kemas is still damages and unattended by the management</p> <p>FGVPM Bukit Sagu 07 Estate</p> <p>Implementation of current and previous management plan has been verified by auditor on the implementation. For previous management plan as per below</p> <p>a. There is no communication on water/electricity deduction to the workers. The management has conduct training on 11/01/2022 on electric/water deduction</p>	
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		<p>b. Shortage of housing in FGVPM Bukit Sagu Estate. The management has plan to transfer asset of workers housing from FGVPM Bukit Sagu 04 Estate. Sighed document or asset transfer process in the "Borang Pindahan Aset antara Ladang" dated 20/04/2022.</p> <p>While for current management plan as per below</p> <p>a. For issues on salary payment through merchantrade, the management has appointed Mr Mohd Ishak bin Kassim as person in charge and communication to the workers has been done on 08/06/2022 and 15/11/2022</p> <p>b. Communication on to the workers on permit renewal process has been done 05/11/2022 to all foreign workers</p> <p>c. Communication on grievances procedure has been done to all female workers and spouse during committee meeting done on 12/09/2022. There is also evidence that KKD members can demonstrate their nderstanding on the process to apply budget for any activities Sample has been taken for activities that will be done on 19/01/2022 with total RM500 has been approved for family day activities in Kuantan.</p> <p>FGVPM Bukit Sagu 06 Estate</p> <p>There is evidence that the management plan that has been established for each issue has been implemented and agreed by the persons related.</p> <p>a. Issues for salary payment paid through e-wallet Merchantrade where workers have problem to access the apps</p> <p>i. Mr Izzat Suffian Roslan as workers affair staff has appointed as PIC for any issues related to Merchantrade. His name</p>	
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		<p>and phone number has been posted at the notice board at the office and at the workers housing</p> <ul style="list-style-type: none"> ii. Communication to the workers on using apps has been done by Mr Izzat on 22/11/2022 with attendance of all workers. iii. Van has been provided to workers on weekend for workers to town alternately. <p>b. There is pending permit renewal issues since 2021 and workers has not been informed on the progress of the renewal process</p> <ul style="list-style-type: none"> i. Communication on the permit process and issues that has been face by the management has been done on 22/11/2022 ii. Application of the renewal process sighted dated 13/09/2022 including letter of guarantee, cover note and photocopy passport <p>c. Workers are not aware with endangered and protected species in the estate</p> <ul style="list-style-type: none"> i. Communication to the workers on protected and endangered species has been done 18/07/2022 ii. Information collection on endangered and protected species in the estate during the environmental meeting and sighted in the "Minit Mesyuarat Alam Sekitar 2022" dated 26/09/2022. As per meeting, there is no RTE as per respond by the workers. 	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<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>FGV has developed Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd.</p>	<p>Complied</p>

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		<p>Jabatan Tenaga Kerja FGV has developed a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>Other than that, sighted guideline for foreign workers recruitment, documented in "Garis Panduan Proses Pelepasan & Penerimaan Ketiabaan Pekerja baru di pintu masuk Malaysia" document number FGV/JTK/MAN001-06</p> <p>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019 which available in company's website, 12. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.</p> <p>Sample of 1 newly recruited worker has been taken for FGVPI Bukit Sagu POM that has been recruited on 27/06/2022 as checker. Sighted application for employment form document number FGV/GHR/F/AE/007 dated 10/05/2022 and interview has been done on 26/05/2022 and interview records has been documented in document "Competency based interview form (Non-executive) conducted by Mr Ramdan Hashim, executive assistant for FGVPI Bukit Sagu POM and recommend for employment. Newly recruited</p>	Complied

		<p>workers has undergo medical checkup on 27/06/2022 with Klinik AzZAHRA Impian Sdn Bhd and has been declared fit to workers and endorsed by Dr Nur Syafiqah Solahuddin. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009.</p> <p>4 foreign workers in from both India and Indonesia has been sampled during the audit for verification of implementation of the procedure. There is evidence that, procedure has been implemented as per SOPs where all records has been maintained. Sighted employment contract agreement between FGV Plantations (M) Sdn Bhd and Migrant Field Workforce FGV/FGVPM-JTK/Contract/EnglishIndia and FGV/FGVPM-JTK/Contract/EnglishIndonesia, dated 01/05/2022 and 14/06/2022. Other than sighted document workers confirmation from dated 19/07/2020 for all sample workers. Interview has been done for all newly recruited workers and confirmed that SOPs has been implemented.</p>	
<p>Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -</p>	<p>The certification unit has assessed and identified significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and determining control (HIRADC) records, as well as CHRA reports were verified during the assessment. For example, CHRA for FGVPISB Bukit Sagu POM was last conducted on 27/07/2019 by registered assessor [#JKKP HIE 127/171/2/(8)]. Noise Risk Assessment (Baseline) was last conducted on 25/07/2020 by a registered assessor [#HQ/18/PEB/00/00021].</p> <p>The sampled estates had assessed and identified significant hazards and risks and determined the appropriate risk control</p>	<p>Complied</p>

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		<p>measures. The hazard identification, risk assessment and determining control (HIRADC) records, as well as CHRA reports were verified during the assessment. CHRA for the sampled estates were last conducted as follows:</p> <ul style="list-style-type: none"> - BS04 – last conducted on 19/06/2019, ref.: HQ/08/ASS/00/85-2019-0007 - BS06 – last conducted on 12/11/2018, ref.: JKPP HIE 127/171/2(8)-2017/081 - BS07 – last conducted on 09/01/2019, ref.: JKPP HIE 127/171/2(8)-2017/097 - BS08 – last conducted on 14/09/2022, ref.: HQ/10/ASS/00/8 2022/063 	
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 OHS plan is monitored through various platforms such internal audit, workplace inspection by safety officer and safety committee meeting. All the reports for internal audit, workplace inspection and meeting minutes were well maintained and made available for verification.</p>	Complied
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, 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>The mill and estates have established an annual training programme for the year 2022 that covers various aspects such as policies, best practices, OSH, environment other trainings related to third party.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records for employees available and maintained at the office. Records were verified on a sampling basis that covers all aspect of training and RSPO P&C requirement. Records of training were well maintained and made available for verification.</p>	Complied

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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>Bukit Sagu POM has conducted the RSPO SCCS training on 20/01/2022. It was participated by 10 personnel from various departments such as weighbridge, process, and administration. Records of attendance were available for verification.</p>	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>NA as the mill opted for MB.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Bukit Sagu POM received and processed both RSPO certified and non-certified FFB hence applied Mass Balance Module for its supply chain. Bukit Sagu 4 Estate, Bukit Sagu 6 Estate, Bukit Sagu 7 Estate and Bukit Sagu 8 Estate are currently the RSPO certified FFB suppliers of Bukit Sagu POM which consists of about 45% of its overall FFB received.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that</p>	<p>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.</p>	Complied

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	the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.		
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Registration of transaction is done through the utilisation of RSPO Palmtrace. Verification of the RSPO Palmtrace showed that the mill has met all the registration and reporting requirements.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Bukit Sagu POM has a Standard Operating Procedures available to ensure implementation of RSPO SCCS available in the unit. SOP for Mill RSPO SCCS; Doc Number RSPO SCCS; Issue No:3; Revision No: 05; Distribution Date: 01/09/2019 is currently in use and it covers the implementation of all the elements of the supply chain model requirements.</p> <p>Complete and up to date records that demonstrated compliance with the supply chain requirements were available and verified. Amongst the records verified were the RSPO SCCS Internal Audit Report, Management Review Meeting Minutes, RSPO SCCS Training Records, Mass Balance Sheets, Weighbridge Tickets of Incoming and Outgoing RSPO products.</p> <p>It was stated in the SOP that the Mill Manager is the chairman of RSPO SCC Committee who need to ensure the RSPO SCC system is being implemented. The job descriptions were identified in the procedure accordingly.</p> <p>Procedures for receiving and processing certified and non-certified FFBs including ensuring no false claim are also covered in the SOP for Mill RSPO SCCS; Doc Number RSPO SCCS; Issue No:3; Revision No: 05; Distribution Date: 01/09/2019.</p>	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: 	FGV has developed an Internal Audit Procedure (Doc. No.: ML-1A/L2-Pr11(0), Rev. 0 dated 01/06/2016) where the objective is to carry out internal audit to ensure implementation of RSPO, ISCC	Complied

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	<p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>and MSPO. The frequency of the internal audit to be carried out is at least once a year.</p> <p>The latest internal audit was carried out in Nov 2022 at Bukit Sagu POM by Sustainability Compliance & Certification Department. The audit was a combination audit with RSPO P&C, MSPO OPMC and RSPO SCCS. There was no non-conformity raised related to RSPO SCCS and. The result of the internal audit is one of the agenda discussed during the management review meeting. The internal audit report and minutes of management review meeting were made available for verification.</p>	
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. 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. The mechanism for handling non-conforming FFB and/or documents is addressed under “SOP for Mill RSPO SCC” [RSPO SCC, issue: 3 rev: 5, dated 1/9/2019, section “Notis Amaran/Handling Non-conformance Material & Document” which reads if the FFB supplied found to be not certified after being processed, the CPO or PK shall be downgraded to non-certified.</p>	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single</p>	<p>Minimum information for RSPO certified products is made available in a few documents such as weighbridge ticket, gate-pass, certificate of analysis, etc.</p> <p>Palm Kernel</p>	Complied

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	<p>document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>Sampled Contract: RSPG8871G</p> <p>Buyer: name and address were stated in sales contract (but not disclosed in this report)</p> <p>Seller: Kilang Sawit Bukit Sagu</p> <p>Delivery order: L00000117/2022</p> <p>Cargo weight: 46.47 mt</p> <p>Commodity: RSPO-certified 100%</p> <p>Certificate number: RSPO 666409</p> <p>Unique identification number – shipping instruction/confirmation (once certified)</p> <p>Shipping announcements were made by FGV marketing department located at Kuala Lumpur headquarter. The list of announcements made can be accessed in the RSPO PalmTrace.</p>	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	<p>There are transportation have been outsources for FGV Bukit Sagu, sighted contract agreement between FGV Palm Industries Sdn Bhd, FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd dated 01/01/2018. As per contract already stated to comply with the FGV Transport will complied with the relevant legal and other requirement and also requirement of the RSPO Supply Chain Certification. There also stated where the Certification body has the access to their respective operations, systems, and all information for the audit.</p> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGV PISB leper Hilir POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-</p>	<p>Complied</p>

	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>conformance and record retention. This SOP have been given training to the FGV Trading Sdn Bhd and FGV Transport Sdn Bhd by the HQ level.</p>	
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>The management have the contact detail of the FGV Transport Sdn Bhd as per document verification and interviewed.</p>	Complied
3.8.11	<p>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.</p>	<p>FGVPISB Bukit Sagu are aware that they are to inform the CB the names and contact details of any new contractors used to physically handle the RSPO Certified Products. The names are updated in the Stakeholder Lists and provided to the CB prior to its audits.</p>	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p>	<p>FGVPISB Bukit Sagu Palm Oil Mill has maintained the accurate, complete, up-to-date, and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. In the Mill RSPO SCC (Mass Balance), SOP for Mill RSPO SCC, Doc. No: RSPO SCC, dated: 01/09/2019, version: 3.0, it has been defined that the retention time for all records and report is at least 2 years.</p> <p>Mass balance recording is done through utilization of "LAPORAN TAHUNAN BTS ISCC/RSPO/MSPO (Tahun)" [Annual Report of FFB ISCC/RSPO/MSPO (Year)]. It is a computerized system where certified and non-certified material and products movement is recorded. Based on verification of Mass Balance recording, it was found that the certified CPO and/or PK were always delivered from positive stock.</p>	Complied

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	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>																										
3.8.13	<p>Extraction Rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>As per OER and KER of mill productions for the year 2022 the figure was as following:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>FFB Processed (Mt)</td> <td>224330</td> <td>219030</td> <td>211670</td> </tr> <tr> <td>OER (%)</td> <td>20.38</td> <td>20.60</td> <td>20.18</td> </tr> <tr> <td>CPO Produced (Mt)</td> <td>45729.54</td> <td>45113.97</td> <td>42,722.11</td> </tr> <tr> <td>KER (%)</td> <td>4.70</td> <td>4.99</td> <td>5.03</td> </tr> <tr> <td>PK Produced (Mt)</td> <td>10542.83</td> <td>10923.52</td> <td>10,638.12</td> </tr> </tbody> </table>	Description	2020	2021	2022	FFB Processed (Mt)	224330	219030	211670	OER (%)	20.38	20.60	20.18	CPO Produced (Mt)	45729.54	45113.97	42,722.11	KER (%)	4.70	4.99	5.03	PK Produced (Mt)	10542.83	10923.52	10,638.12	Complied
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3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.</p>	Complied																								
3.8.15	<p>Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil</p>	<p>FGVPISB Lepar Hilir POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Complied																								

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	palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>The actor 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. Based on the announcement (transaction) summary, all the registrations were found to be in order and announced within 3 months of the final shipment date. Sampling as per transaction TR-8f0a1ec2-5081 for CSPO and TR-b4129188-a534 for CSPK.</p> <p>For the period under review (Nov 2021 to Dec 2022), based on the Mill Performance Report (MPR), there were 1,250.55 mt of CSPO delivered. However, based on PalmTrace data, there were 1,393.07 mt of CSPO announced to have been delivered. Therefore, there were 142.52 mt over-announced. Thus, a non-conformity report was assigned due to this lapse.</p>	Non-compliance
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
4.2	In corporate communications a member is allowed to:	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable

	<p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p> <p>c. State that the member supports the work of the RSPO</p> <p>d. State the member’s history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p> <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>		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
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.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
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 invoices to the next supply chain actor or buyer.	Complied
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.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number.	Complied

5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>Bukit Sagu POM is not under distributor or wholesaler category. Thus, this requirement is not applicable</p>	Complied
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. No changes from previous audit	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. There is no percentage of non-certified volume as volume sold is same with MB-certified produced. Verified as per mass balance sheet and production report and contract.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: ‘Certified sustainable palm oil’. The RSPO label MUST contain the tag ‘MIXED’. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) 	No label been used for the mill products. Hence, this requirement is not applicable.	Complied

	<p>supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p>	<p>No evidence of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Complied</p>

	<ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefits</p>			
<p>Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Details as per below</p> <p>a) FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>b) FGVPM Bukit Sagu 08 Estate Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022 Communication to the workers conducted on 25/08/2022 during the morning muster call.</p>	<p>Complied</p>
<p>4.1.2</p>	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV prohibits any form of harassment in their operation as per the policy above base on the communication during the morning muster call and the policy that has been posted at notice board for each operating units.. Interviewed with the workers and stakeholders</p>	<p>Complied</p>

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		<p>confirmed that they are aware prohibition for any harassment by the management and action will be taken for any cases of harassment happen. As for the day of audit, there is no harassment cases happen in all operating units under FGV Bukit Sagu Complex that been confirmed through interview.</p>	
<p>Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			
<p>4.2.1</p>	<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 whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage if the issue needs to be escalated to Wilayah Office. Any issues that can be resolved within the operating unit, it has to be closed within 14 days. Besides, grievance reporting channels were published in the company’s website, https://www.fgvholdings.com/whistleblowing/. The channels of reporting such as through letter, email, in person or Hotline Toll Free call. The whistleblowing e-form was available in https://www.fgvholdings.com/sustainability/grievance/# for the stakeholders to report a grievance.</p>	<p>Complied</p>
<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -</p>	<p>Communication of the procedure has been conducted by each operating units and has been confirmed through records of training documented in “Laporan Latihan/ceramah/taklimat/roll call”. Details as per below</p> <ol style="list-style-type: none"> a. FGVPM Bukit Sagu 07 Estate; 14/08/2022 b. FGVPM Bukit Sagu 06; 07/11/2022 c. FGVPM Bukit Sagu 08; communication has been conducted on 19/10/2022 	<p>Complied</p>

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		<p>While for stakeholders, communication of the procedure has been conducted during the stakeholder’s consultation.</p> <p>a) FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>b) FGVPM Bukit Sagu 08 Estate Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022 Communication to the workers conducted on 25/08/2022 during the morning muster call.</p> <p>As per interview with workers and stakeholders, there is evidence that grievance and complaint procedure has been communicated to them and all of them can demonstrates their understanding on grievance process. Their no illiterate parties have been identified in all operating units and has been confirmed by the management itself.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Records of complaint have been maintained in log book title “Buku Aduan” and has been maintained since 2019 for each operating units. Verification done and found out that that the major complaint is on replacement for harvesting equipment and damage at workers housing. There is evidence that all complaints has been responded immediately after the complaint received. It has been confirmed through interview with the workers itself.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to</p>	Complied

	<p>choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.</p>	
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
<p>4.3.1</p>	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Consultation with local communities has been conducted for all operating units through email and memo which has been sent to all stakeholders and queries if there any contribution required. Stakeholders also has been consulted during However, there is no contribution required at the time of consultation. It has been confirmed through interview with stakeholders, that contribution is upon request and stakeholders able to demonstrate the consultation and communication procedure for FGV Holdings Berhad.</p> <p>All operating units contribute to the workers and stakeholders verified base on the documentation provided during the audit.</p> <ul style="list-style-type: none"> a) Eid Adha celebration b) Food bag for COVID positive c) Contribution of Kurma during Ramadhan d) Contribution to SK Felda Bukit Sagu 01 e) Cleaning entrance of Sekolah Menengah Kebangsaan Bukit Sagu 27/05/2022 f) Gotong royong with Felda settler on 18/03/2022 g) Contribution of fertilizers and herbicide to Sekolah Menengah Bukit Sagu <p>At the Headquarters level, sighted contribution that has been made</p> <ul style="list-style-type: none"> a. Contribution of RM5 million ringgit to Tabung Bantuan Bencana Negara 	<p>Complied</p>

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		<p>b. Collaboration with Yayasan Didik Negara to create awareness on wildlife to children</p> <p>c. Contribution to Baling flood victim and RM300,000 to Yan flood victim</p>	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.</p> <p>FGVPM Bukit Sagu 4 Estate has the legal land use rights and the land is belong to FELDA. This has verified through the land title #11536, Lot No.: 1385, Total area: 127.8 ha (FGVPM Bukit Sagu 4 Estate) and land title #17991, Lot No.: PT 1125, Total area: 328.43 ha (FGVPM Bukit Sagu 6 Estate).</p> <p>Land title FGVPM 07 Estate</p> <ul style="list-style-type: none"> a) H.S.(D) 17970, 19.6 Ha b) H.S.(D) 17072, 568.28Ha c) H.S.(D) 17973, 239.94Ha d) H.S.(D) 17974. 82.99Ha e) H.S.(D) 17975. 161.12Ha f) H.S.(D) 17976. 161.12Ha\ 	Complied

		<p>FGVPM Bukit Sagu 06 Estate has the legal land use rights and land is belong to Lembaga Kemajuan Tanah Persekutuan (FELDA) leased by FGVPM with total land area 1926.68Ha. Verification has been done through land title as per below</p> <table border="1" data-bbox="1272 539 1794 837"> <thead> <tr> <th>H.S.(D) No</th> <th>Hectarage (Ha)</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 17987</td> <td>257.64Ha</td> </tr> <tr> <td>H.S.(D) 17993</td> <td>13.16Ha</td> </tr> <tr> <td>H.S.(D) 17994</td> <td>5.78Ha</td> </tr> <tr> <td>H.S.(D) 17991</td> <td>328.43Ha</td> </tr> <tr> <td>H.S.(D) 17989</td> <td>735 Ha</td> </tr> </tbody> </table> <p>There are total 30 land titles for FGVPM 08 Estate with total 2244.38Ha for total land area. Sample of land titles as per below</p> <table border="1" data-bbox="1272 959 1794 1257"> <thead> <tr> <th>H.S.(D) No</th> <th>Hectarage (Ha)</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 18193</td> <td>313.87Ha</td> </tr> <tr> <td>H.S.(D) 18197</td> <td>196.61Ha</td> </tr> <tr> <td>H.S.(D) 18201</td> <td>31.01Ha</td> </tr> <tr> <td>H.S.(D) 18200</td> <td>32.84Ha</td> </tr> <tr> <td>H.S.(D) 18199</td> <td>1.41Ha</td> </tr> </tbody> </table>	H.S.(D) No	Hectarage (Ha)	H.S.(D) 17987	257.64Ha	H.S.(D) 17993	13.16Ha	H.S.(D) 17994	5.78Ha	H.S.(D) 17991	328.43Ha	H.S.(D) 17989	735 Ha	H.S.(D) No	Hectarage (Ha)	H.S.(D) 18193	313.87Ha	H.S.(D) 18197	196.61Ha	H.S.(D) 18201	31.01Ha	H.S.(D) 18200	32.84Ha	H.S.(D) 18199	1.41Ha	
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4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's	Complied																								

		palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, the government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA	Complied

		granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	
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>	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.	Complied

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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>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.</p>	Complied
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.</p> <p>FGVPM Bukit Sagu 4 Estate has the legal land use rights and the land is belong to FELDA. This has verified through the land title #11536, Lot No.: 1385, Total area: 127.8 ha (FGVPM Bukit Sagu 4 Estate) and land title #17991, Lot No.: PT 1125, Total area: 328.43 ha (FGVPM Bukit Sagu 6 Estate).</p> <p>Land title FGVPM 07 Estate a) H.S.(D) 17970, 19.6 Ha</p>	Complied

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- b) H.S.(D) 17072, 568.28Ha
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			H.S.(D) 18200	32.84Ha		
			H.S.(D) 18199	1.41Ha		
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>			Complied	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>			Complied	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA</p>			Complied	

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4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA	Complied

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4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	There is no new planting for all estates under FGVPI Bukit Sagu POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023	Complied
<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>	FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	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>	FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure.	Complied

		Compensation will be paid according to basic cost/ acre and market land price.	
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 -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighbouring stakeholders.	Complied
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 compensation has been paid since all lands under FGVPM and FGVPI has been leased base land lease agreement that has been signed on 01/11/2011. Payment of lease has been done by FGV to FELDA on annual basis based on land hectarage and profit from land leased. It has been further confirmed through interview with FELDA settler, local communities on the land issues. Land titles that owned by FELDA has been verified for each operating units.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	FGV has developed procedure on "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user	Complied

	- Critical (Major) compliance -	rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There are no customary right land for all estates under FGVPI Bukit Sagu POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.	Complied
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right land for all estates under FGVPI Bukit Sagu POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties	There are no customary right land for all estates under FGVPI Bukit Sagu POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed	Complied

	<p>involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement.</p>	
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVPI Bukit Sagu POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVPI Bukit Sagu POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement.</p>	Complied
<p>Principle 5: Support smallholder inclusion</p>			
<p>Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			

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5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	FFB pricing has been mentioned in the weighbridge tickets where copy of weighbridge tickets will be given to the smallholder as reference. Other than that, FFB pricing has been posted at the notice board nearby the weighbridge ramp.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	There is no smallholders that supplying FFB to FGVPI Bukit Sagu POM. Dealer and FELDA settler that supply through FELDA supplied to FGVPI Bukit Sagu POM. There is evidence that FFB supplier has been explained on FFB pricing base on the training records dated 08/12/2022 done by Mr Ramzan bin Dollah, area quality supervisor. As per interview with FFB supplier, it has been confirmed that they has been communicate and aware with any changes of FFB pricing.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	There is no smallholders that supplying FFB to FGVPI Bukit Sagu POM. Dealer and FELDA settler that supply through FELDA supplied to FGVPI Bukit Sagu POM. FFB pricing has been calculated base Kadar Perahan Asas (KPA), Basic extraction rate and Kadar Perahan Grad, which Extraction rate after grading. Sighted simulation calculation of FFB pricing base on CPO and Palm Kernel Price which include deduction of SES MPOB, transport charge and processing cost.	Complied
5.1.4	(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 -	There is no smallholders that supplying FFB to FGVPI Bukit Sagu POM. Dealer and FELDA settler that supply through FELDA supplied to FGVPI Bukit Sagu POM. All FELDA settler has been managed by FELDA itself (FELDA Bukit Sagu 01,02,03) and while smallholders, it has been managed by dealer itself.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Contract agreement sighted for FFB supplier and stated in the agreement, agreed timeframe and there is also evidence that the	Complied

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		<p>contract is legal, fair and transparent. Sample has been taken for 2 FFB supplier</p> <p>a. Sedia Budi Enterprise</p> <p>b. Bukit Sagu Resources</p>	
<p>5.1.6</p>	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>There is no smallholders that supplying FFB to FGVPI Bukit Sagu POM. Dealer and FELDA settler that supply through FELDA supplied to FGVPI Bukit Sagu POM.</p> <p>There is evidence that agreed payment has been made to FFB supplier as per mentioned in the contract. Sample has been taken for 2 FFB supplier/dealer which is Sedia Budi Sdn Bhd and Bukit Sagu Resources. Details as per below</p> <p>Sedia Budi Enterprise</p> <ul style="list-style-type: none"> • Ticket number: 0215424, dated 06/12/2022, tonnage 5.89mt;02154288 dated 08/12/2022, tonnage 5.78mt • Total tonnage: 11.67mt • Invoice date:12/12/2022 • Payment date: 14/12/2022 reference number 350130208 <p>Bukit Sagu Resources</p> <ul style="list-style-type: none"> • Ticket number: 02154762; dated 24/12/2022;5.49mt, 02154798;dated 24/12/2022, 02154825;dated 25/12/2022; 19.56mt and 02154847;dated 25/12/2022, 5.03mt • Total tonnage: 24.80mt • Invoices date: 27/12/2022 • Payment date: 28/12/2022 	<p>Complied</p>

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5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Calibration for both weighbridges has been done by De Meteorology Sdn Bhd and details as per below a. Serial number B81277828 dated 24/08/2022 b. Serial number C044409186 dated 08/06/2022	Complied
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 -	Not applicable since there is no independent smallholders with certification.	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 -	FGV Holdings Berhad has established internal procedure title "Menangani aduan dan rungutan document number FGV/ML-1A/L2-Pr13 dated 01/04/2019. There is no complaint has been received from the FFB supplier	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	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 -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVIPI Bukit Sagu POM is under region 05 has been planned for consultation in 2023.	Complied
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 -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVIPI Bukit Sagu POM is under region 05 has been planned for consultation in 2023.	Complied

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 that supplying FFB to FGVPI Bukit Sagu POM. Dealer and FELDA settler that supply through FELDA supplied to FGVPI Bukit Sagu POM.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Bukit Sagu POM is under region 01 has been planned for consultation in 2023.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Bukit Sagu POM is under region 01 has been planned for consultation in 2023.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee imposed to foreign workers. Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there is no recruitment	Complied

		<p>fees has been charged. Further verification has been done through interview and found out that there is still recruitment cost (medical checkup fees, transport cost) been paid by the workers itself.</p> <p>The management for FGV Holdings Berhad has established system to monitor compliance for "zero recruitment fees" to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop centre and at the estate where the workers has been allocated after 3 months of services. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p> <p>OFI has been raised to ensure that the management keep monitor the effectiveness of the implementation of the system that been established.</p>	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Sample of 1 newly recruited worker has been taken for FGVPI Bukit Sagu POM that has been recruited on 27/06/2022 as checker. Sighted application for employment form document number FGV/GHR/F/AE/007 dated 10/05/2022 and interview has been done on 26/05/2022 and interview records has been documented in document "Competency based interview form (Non-executive) conducted by Mr Ramdan Hashim, executive assistant for FGVPI Bukit Sagu POM and recommend for employment. Newly recruited workers have undergo medical checkup on 27/06/2022 with Klinik AzZAHRA Impian Sdn Bhd and has been declared fit to workers and endorsed by Dr Nur Syafiqah Solahuddin. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009.</p>	Complied

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		<p>4 foreign workers in from both India and Indonesia has been sampled during the audit for verification of implementation of the procedure. There is evidence that, procedure has been implemented as per SOPs where all records have been maintained. Sighted employment contract agreement between FGV Plantations (M) Sdn Bhd and Migrant Field Workforce FGV/FGVPM-JTK/Contract/EnglishIndia and FGV/FGVPM-JTK/Contract/EnglishIndonesia, dated 01/05/2022 and 14/06/2022. Interview has been done for all newly recruited workers and confirmed that there is no recruitment fees has been charged during the recruitment process.</p> <p>While for training, there is evidence that all workers have been provided with training prior to start works based on types of works of each workers. There is promotion for each operating unit. Medical check-up has been conducted annually for foreign workers for permit renewal and workers that handling chemical.</p>	
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>There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. This is confirmed through the interview session with the female workers and reviewed the medical check-up report.</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>Gender committee meeting has been established for each operating units under Kelad keluarga Dayabudi (KKD) and meeting has been conducted as part of mechanism to raise awareness, communication of the SOPs and planning for any activities. For FGVPM Bukit Sagu 06 Estate, gender committee meeting has been done 07/09/2022 where Puan Amizah binti Mohamed as chairman. While for Bukit Sagu 07 Estate, meeting has been sighted latest on 15/10/2022 and For FGVPM Bukit Sagu 08 Estate, gender</p>	Complied

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		committee has been established and latest meeting has been conducted on 20/05/2022.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in each operating units which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	All operating units commit to comply with employment Act 1955 and minimum wages order 2022 where has outline the pays and conditions of each worker. For estates under FGVAS, the management has established manual for wages rate in the document Manual Panduan Kadar Upah Kerja Bil 08/0222, Pekerja operasi ladang effective date on 01/05/2022. While for FGV Plantation (Malaysia) Sdn Bhd, sighted memo dated 20/05/2022 from chief executive officer document number (18) HREO/WW/01/1/2022. Guideline for all operations rates has been outline in the document. For POM, collective agreement sighted in the document "Perjanjian Bersama antara FGV Palm Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung) for period 01/01/2022 until 31/12/2024 and for plantations workers sighted collective agreement with Kesatuan Pekerja-pekerja FGV Plaantations (Malaysia) Sdn Bhd Semenanjung dated 0112/2022 for	Complied

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		period 01/01/2022 until 31/12/2024 document number COG.No:298/2022	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Sample for workers has been taken for each operating units base on different workers category which is gender, types of works, origin of countries and length of services. For all estates, there workers from Indonesia, India and Bangladesh and latest recruitment has been done in June 2022. While for FGVPI Bukit Sagu POM, there no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outlined in the employment contract. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample of 48 workers has been taken document verified such as payslips, checkroll and kad kong for month December 2021, March 2022 and September 2022 which based on low crop, peak crop and medium crop season. While for FGVPI Bukit Sagu POM, workers salary has been monitored through punch card.</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>For all operating, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending of length of services. For workers less than 2 years services, entitled 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available</p>	<p>FGVPI Bukit Sagu POM and all supply bases is located in the/nearby area of FELDA settlement which is Felda Bukit Sagu. Sanitation facilities is sufficient where each housing has one toilet for 4 workers</p>	Complied

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	<p>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>while for hostel, there is 10 toilet for 1 dormitory with 20 persons.. For medical, there is government clinic which is Klinik Kesihatan Gambang. For water supplies, water has been supplied through Syarikat Air Terengganu (SATU) and while for electric, through Tenaga Nasional Berhad (TNB) with subsidized RM10.00 (RM6.00 for electric and RM4.00 for water). There is government school located nearby which SK (LKTP) Bukit Sagu for primary school and Sekolah Menengah Kebangsaan Bukit Sagu for secondary school. There is government kindergarten in the estate area. Public hall for sport activities and playground is available at FELDA area and in the estatea. Mosque is located nearby the quarters which majority of the workers/staff is Muslim.</p> <p>Officer using the checklist Pemeriksaan Mingguan Kawasan Perumahan Pekerja Asing. Any issues found during the inspection were recorded in the checklist and actions were taken accordingly. Site visit to the housing facilities found in satisfactory condition.</p> <p>Line site inspection has conducted weekly line site inspection by using Borang Pemeriksaan Asrama Pekerja. Site visit to the housing facilities found in satisfactory condition. Interviewed with workers confirmed that no issue on housing facilities during the time of audit.</p> <p>FGVPI Bukit Sagu POM has carried out weekly linesite inspection by using Senarai Semak Kebersihan Rumah Petugas by Assistant Manager. No issue was sighted.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Monitoring of the pricing at the sundry shops has been done by the management of each operating unit, Price list of item (Senarai Harga Barang). Comparison between other sundry shop also been done by the estate management to ensure that the price is affordable by the workers.</p>	Complied

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		<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food. Interviewed with the workers confirmed that they have no issue with the food access. Since that, the management comply with the requirement</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>Based on the Decent Living Wages Plan for FGV Bukit Sagu Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following:</p> <ul style="list-style-type: none"> a) FGV own mechanism of calculation to determine workers wage b) Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia c) FGV is committed to ensure all FGV workers getting decent living <p>The management of FGV Holdings Berhad has plan to conduct assessment and new calculation of DLW base on current minimum wages and Household Expenditure Survey Report 2019. OFI has been raised for auditor to verify the implementation of the management plan during next assessment.</p>	<p>Complied</p>

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	<p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>There is evidence that permanent, full-time employment is used for all core work in in all operating units. Contractor only been appointed for FFB transport for field to POM using bin system.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to</p>	Complied

	<p>Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>collective bargaining and has been documented in both Bahasa and English. The policy has been posted at the notice board at the morning muster ground, office and the line site. Other than that, Communication of the procedure has been conducted by each operating units and has been confirmed through records of training documented in "Laporan Latihan/ceramah/taklimat/roll call". Details as per below</p> <p>d. FGVPM Bukit Sagu 07 Estate; 14/08/2022</p> <p>e. FGVPM Bukit Sagu 06; 07/11/2022</p> <p>f. FGVPM Bukit Sagu 08; communication has been conducted on 19/10/2022</p> <p>While for stakeholders, communication of the procedure has been conducted during the stakeholder's consultation.</p> <p>c) FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>d) FGVPM Bukit Sagu 08 Estate Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022 Communication to the workers conducted on 25/08/2022 during the morning muster call.</p> <p>As per interview with workers, confirmed that communication of the policy has been done to all workers and they are aware that they are free to join/establish any union. As for the day of audit, there is no registration for union for foreign workers while for local workers, they registered under Kesatuan Pekerja FGVPM and Kesatuan Pekerja FGVI.</p>	
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<p>6.3.2</p>	<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>For workers under FGV, there is union has been established under Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd and latest meeting conducted on 15/06/2022 at Sri Manja Butique Hotel which only for local workers. Several issues that has been highlighted during the meeting such as electric and water subsidy, replanting allowance, and housing allowance.</p> <p>While for foreign workers, FGV Holdings Berhad has taken initiative to established workers representative name Jawatankuasa Perundingan Bersama Ladang (AJPBL).</p> <p>As per stated in the memo dated 20/06/2019 reference number (25)14/1/80/1-6 Pt.2 sent by Mr Suhaidi bin Hamzah, chief executive officer for FGV Plantations (Malaysia) Sdn Bhd, outline to SOPs of establishment of workers committee that has been call as "Jawatan Kuasa Perundingan Bersama di Ladang". All workers representatives must be selected by the workers from the same origin and there is at least 1 representative for each origin countries. Mentioned in memo also that meeting need to be conducted 3 months once.</p> <p>For FGVPM Bukit Sagu 04 Estate, latest meeting has been conducted on 10/08/2022 and 20/04/2022. While for FGVPM Bukit Sagu 07 on 20/04/2022 and 10/08/2022and for FGVPM Bukit Sagu 06 Estate, it has been conducted on 13/01/2022, 11/04/2022, 04/09/2022 and 14/12/2022. While for FGVPM Bukit Sagu 08 Estate, conducted on 10/08/2022 and 20/04/2022</p> <p>FGVPI Bukit Sagu POM</p>	<p>Complied</p>
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		Minutes meeting sighted in the document title "Mesyuarat Agung Kali Kesembilan Sesi 2022-2024 dated 24/06/2022 attended by 34 members. Minutes meeting has written in Bahasa Malaysia and as per interviewed with workers representative, minutes meeting has been made available upon request. The agenda of the meeting is to appoint representative to check voting paper, to conduct election for selection of workers representative, to appoint 2 internal auditor and to confirm the previous minutes meeting. There is no issues that has been raised during the meeting.	
6.3.3	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. - Minor compliance -	There is evidence that there no interference with the formation and activities of the union. Selection and election have been conducted for each operating units to identify workers representative. For FGVPM Bukit Sagu 07 Estate, election has been done 23/03/2022. It has been confirmed through interview with workers representative that there no interference by the management and the management to facilitate the election process.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	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. - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person's education, or to be harmful to the person's health or physical, mental, spiritual, moral, or social development at any stage of the employment.	Complied
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above	As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18	Complied

	company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	- 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.	
6.4.3	(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there is no young workers has been recruited.	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	<p>a) <u>FGVPM Bukit Sagu 06 Estate</u> Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>b) <u>FGVPM Bukit Sagu 08 Estate</u> Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022. Communication to the workers conducted on 25/08/2022 during the morning muster call.</p>	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1 <p>a) FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>b) FGVPM Bukit Sagu 08 Estate</p>	Complied

		<p>Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022</p> <p>Communication to the workers conducted on 25/08/2022 during the morning muster call.</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>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.</p> <p>a) FGVPM Bukit Sagu 06 Estate Communication to the workers on 20/08/2022 and 10/11/2022 Communication to the stakeholders conducted on 18/07/2022</p> <p>b) FGVPM Bukit Sagu 08 Estate Communication the stakeholders conducted during stakeholder consultation dated 03/10/2022 Communication to the workers conducted on 25/08/2022 during the morning muster call.</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>FGVPM Bukit Sagu 04 Estate Identification and consultation with new mother has been done for FGVPM Bukit Sagu 04 Estate which has identified 2 new mother with baby ages 8months and 9 months and consultation has been doe by workers affair clerk, Mr Mohd Nordin Bin Ibrahim on 15/06/2022. As per records of consultations, both new mother request for breast feeding time during working hours, kindergarten, and breast-feeding area.</p>	Complied

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		<p>As per interview with one of the new mothers, the management can't provided breast feeding area in the office due to area limitation. However, the management give permission for breast pump from 11am to 1130am. Other than that sighted application for opening kindergarten in estate submitted to Pejabat Wilayah Kuantan, on 09/01/2023 and still pending for approval.</p> <p>FGVPI Bukit Sagu POM</p> <p>There is 2 new mothers in FGVPI Bukit Sagu POM wjich both working as admin clerk. New mother assessment has been conducted on 17/01/2023 with pregnancy ages at 20 weeks while another new mother assessment has been done on 08/11/2021 with kids ages 1years 8 months. Both new mothers requested for breastfeeding time and time off for medical check up. As per interview, it has been confirmed that time off and breast feeding time has been given.</p>	
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>FGV Holdings Berhad has established internal procedure that outline grievance mechanism in the document title "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" which stated in clause 7.0, Perlindungan dan kerahsiaan, and in the procedure title "Menangani aduan dan rungutan document number FGV/ML-1A/L2-Pr13 dated 01/04/2019 that complainant that would like to maintain anonymous are eligible to do so. For FGVPM Bukit Sagu 04 Estate, there is evidence that that it has been communicated on 24/08/2022 for all workers and on 20/10/2022 for stakeholders.</p>	Complied
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p>	<p>Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport; FGV will bare all recruitment fees such as medical,</p>	Complied

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	<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>transportation from airport to Malaysia, visa as stated in the Communications Pack which will be briefed to the candidates during pre-employment process in home country and agreement with the agent in source country; Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution; overtime is based on request of workers and as per FGV's policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	Complied
<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>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers.</p>	<p>Each operating unit has their own safety committee. Meetings were held on quarterly basis as per OSHA regulation. Based on</p>	Complied

	<p>Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>verification of the minutes of meeting, among the agenda discussed were:</p> <ul style="list-style-type: none"> i) Perkara berbangkit dari mesyuarat lepas (Outstanding issues from previous meeting) ii) Laporan prestasi keselamatan dan kesihatan pekerjaan (Occupational safety & Health performance report) iii) Laporan audit QOSHE (QOSHE audit report) iv) Laporan pemantauan alam sekitar (Environmental monitoring report) v) Laporan program keselamatan dan kesihatan pekerjaan (Occupational safety & health programme report) vi) Laporan keselamatan/kejadian merbahaya (Dangerous incident report) vii) Rungutan dari pihak yang berkepentingan (stakeholders' complaint) viii) Hal-hal berkaitan (any other business) ix) Pemeriksaan stesen (workplace inspection) 	
<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>FGVPISB Bukit Sagu POM</p> <p>Procedure for Emergency Response Plan (ERP) was established and defined in procedure Prosedur Kerja Selamat – Pertolongan Cemas (Doc. No. – FPI-PK-035).</p> <p>The following emergency response plans were available addressing the following incidents:</p> <ul style="list-style-type: none"> • CPO leakage/spillage • Diesel leakage/spillage • Fire breakout at the mill • Collapse of building/roofing 	<p>Complied</p>

		<ul style="list-style-type: none"> Industrial accident <p>Firefighting system inspection carried on quarterly basis. The inspection includes fire extinguisher inspection, fire hydrant and hose reel. Accident and emergency procedures have been communicated to employees. Workers trained in First Aid were present in the mill operation.</p> <p>Estates</p> <p>The Emergency Response Plan for Minor Accidents, Fire, Spillage and Poisoning was established in the FGV Emergency Response Procedure (Menghadapi Kecemasan) – FGV/ML-1A/L2-Pr15. The estates also have a list of personals to contact in case of any emergency. The lists were displayed on the notice board at the office for everyone to refer.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>The mill employees have been provided with PPE appropriate to their work hazards. It was observed during site visit, the PPE provided to the operators such as safety boots, safety helmets, ear plugs, face shield, leather gloves and straw hats. In addition, the operators have also been given training by the management regarding the usage of PPE, safety and health awareness with reference to Safe Operating Procedure. Records of PPE issuance were well maintained which have the information about names & signatures of recipients, types of job, dates of issuance and types of PPE provided.</p> <p>Employees of the estates have been provided with proper Personal Protective Equipment. It was observed during site visit, the PPE had been provided to the operators such as safety boots, safety helmets, gloves, aprons, respiratory masks, etc. The operators had also been trained on the PPE usage, safety and health issues by the</p>	Non-compliance

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		<p>management. Sanitation facilities for those applying pesticides were available, for workers to change out of PPE, wash and put on their personal clothing. However, at Bukit Sagu 04 Estate, the sanitation facility was not appropriately utilised. It was observed that most of the spraying operators did not wash their contaminated PPE & clothing and take their shower at the sanitation facility provided, after returning from work. They were seen to be going back straight to the quarters. Thus, a non-conformity report is assigned due to this lapse.</p>																					
<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. - Minor compliance -</p>	<p>Should there be any medical care needed by the employees, there are panel clinics appointed to provide medical treatments. The sampled estates and mill are subscribing to SOCSO to cover the accident insurance for all their workers. Latest monthly contributions were verified and confirmed with the following details:</p> <table border="1" data-bbox="1137 847 1917 1137"> <thead> <tr> <th>Estates/mill</th> <th>Transaction date</th> <th>Payment receipt Ref. No.</th> <th>No. of employees covered</th> </tr> </thead> <tbody> <tr> <td>BS04</td> <td>06/01/2023</td> <td>ACR012230111558</td> <td>273</td> </tr> <tr> <td>BS07</td> <td>11/01/2023</td> <td>ACR012230242647</td> <td>193</td> </tr> <tr> <td>BS06</td> <td>07/01/2023</td> <td>ACR012230129601</td> <td>209</td> </tr> <tr> <td>BS08</td> <td>10/01/2023</td> <td>ACR012230213871</td> <td>187</td> </tr> </tbody> </table>	Estates/mill	Transaction date	Payment receipt Ref. No.	No. of employees covered	BS04	06/01/2023	ACR012230111558	273	BS07	11/01/2023	ACR012230242647	193	BS06	07/01/2023	ACR012230129601	209	BS08	10/01/2023	ACR012230213871	187	<p>Complied</p>
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<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -</p>	<p>Records on Lost Time Accident (LTA) metrics displayed at the operating units through Safety Statistic Billboard. The display has the information about number of days without incident, incident category, number of incidents, and date of updating. The RSPO's Lost Time Injury Frequency Rate (LTIFR) metrics was also used to record the number of lost time injuries and total hours worked for the period of Jan – Dec of 2022. Verification against the</p>	<p>Complied</p>																				

		certification unit's other records such as JKPP 8 found the data to be accurate.	
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>An IPM plan is implemented and available in the "Pelan Pengurusan Kawalan Serangan Makhluk Perosak Tanaman Bersepadu (IPM)" for the year 2022. Among the IPM observed during the site visits at the estates were planting of beneficial plants (e.g. Tunera sp., Cassia cobanensis and Antigonon leptopus) and using of barn owls (Tyto alba) as predators to rats.</p> <p>Sampling on implementation, the management conducted the barn owl box census (BOB) in FGVPB Bukit Sagu 04. There are 34 barn owl box that cover 2496.63 ha where the ratio was 1:73. The target was 1:10 was still in progress to add up the BOB in the fill. The occupancy rate was less than 50%.</p> <p>Verification on IPM plan implementation, rhinoceros beetle (RB) census have been conducted daily basis and as per record in the pheromone trap, the quantity of RB was not more than 20 in one census. If the census was more than 20 RB have been catch the management need to use cypermethrin for chemical control.</p>	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>There was no changes as per previous assessment, no evidence of species referenced in the Global Invasive Species Database and CABI.org were used to manage the areas in Bukit Sagu complex.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no changes since previous year, from the verification and interview found the Group Sustainability Policy (FGV/SED/POL/001) dated 29/5/2019 states No Open burning policy in all its premise. Interview with the estate management and workers indicated that there was no use of fire as pest control in the estates. Visit around</p>	Complied

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		the estate also indicated that there was no evidence of fire being used as the methods of pest control is mainly via pesticide applications and biological controls (IPM).	
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>	The justification of chemical was available under document in the company's agriculture manual (#MLSL(Ed.3)-Sec 4(2.0) dated 1 Sept 2017). The chemicals are categorized into 3 types i.e., herbicide, insecticide, and fungicide. The application methods that are specific to the target pest, weed or disease are described in the manual.	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>- Critical (Major) compliance -</p>	Records of pesticides use were documented in "Rekod Racun 5 tahun & Pengiraan a.i/hektar & a.i/tan BTS". Among the information available in the records was active ingredients (a.i.), LD50, treated area size, number of applications, a.i./Ha, and a.i./mt FFB.	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	There is no Class I and/or II pesticides used. Paraquat has been totally replaced with glyphosate and other Class III or IV herbicides.	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	There was no evidence that prophylactic pesticide has been used by the sampled estates.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p>	Based on site visits at the chemical stores of the sampled estates, verification of records such as chemical registers and store issuance, there was no evidence that pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions have been used. Paraquat was eliminated [memo from FGV Executive Director ref.:	Complied

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	<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.</p> <p>- Minor compliance -</p>	<p>(27)010810/HQ/JAB.OP.17/ Plantations/AM dated 08/05/2017, Prohibition on Using Paraquat Dichloride]. Alternatives such as Glyphosate and glufosinate ammonium were used with the elimination of Paraquat. Based on the latest chemical register only class III & IV chemical used at the sampled estates.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were handled, used, and applied by trained workers applied in accordance with the product label. Records of training were well maintained and made available for verification. Appropriate safety and application equipment were provided and used. Safety data sheet (SDS) were also made available at the chemical stores. Based on the interviews, all precautions attached to the products (SDS, notice board etc) were properly observed, applied, and understood by workers.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides were kept in the designated stores at all the sampled estates in accordance with the regulations. The stores were equipped with locks, ventilation and accessibility was limited to authorized personnel only. Appropriate hazard signage was also put up to create awareness.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>All pesticide containers are triple rinsed and punctured before being disposed to the authorised collector. Receipts of disposal were made available for verification.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is</p>	<p>Aerial spraying of pesticides is not practiced by the estates.</p>	Complied

	provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -		
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Medical surveillances were conducted in timely manner by the estates as per CHRA recommendation for employees involved in pesticides handling such as spraying operators and store clerks by DOSH registered OH doctors. Based on the medical surveillance latest reports, all the employees had passed the tests and declared fit to work.	Complied
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	The work with pesticides was all undertaken by male workers at all the sampled estates. There was no evidence that persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions were undertaking work with pesticides.	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	Wastes management plan is developed based on the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. The Waste Management Plans 2022 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres. Sampling on FGVPM Bukit Sagu 04, scheduled waste disposal was disposed at GreenVerse Sdn Bhd.	Complied
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample sighted for SW disposal as following: Latest disposal dated was on 20/10/2022 by Greenverse Sdn Bhd. The record as per below:-	Complied

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		<p>Consignment note 70356 for SW 305 disposal with total 200 liter</p> <p>Consignment note 70357 for SW 410 disposal with total 1 drum.</p> <p>Consignment Note 70358 for SW 409 disposal with total 4 jumbo bag.</p> <p>For Domestic waste, the management plan was to dispose the waste at government landfill. As per verification the management was disposed the domestic waste at PPRT. This was arrange with contractor BUJ Technology Enterprise as transporter the waste from housing area to PPRT Landfill. Sighted License BUJ Technology Enterprise from Department of Solid waste under Ministry of house and local. The license JPSPN/737109-U/BW000878 valid from 21/12021 until 15/3/2023. There also sighted latest record of domestic waste dated 14/1/2023 under ticket D012703.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Not sighted any open burning as per visit to the estates field and housing compound in Bukit Sagu POM complex confirmed that no open fire were been use for waste disposal.</p>	Complied
<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertiliser for various stages of palm age and techniques. Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil.</p>	Complied
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The internal Agronomist from FELDA Agriculture Services Sdn Bhd visits estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year. Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms. Foliar analysis reports were then</p>	Complied

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		<p>issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a year cycle basis with the recent carried out as follows: FGVPM Bukit Sagu 7 visited by agronomist on 24/3/2022 FGVPM Bukit Sagu 6 visited by agronomist on 23/3/2022</p>													
<p>7.4.3</p>	<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. - Minor compliance -</p>	<p>Application of EFB was in place as part of the nutrient recycling strategy. Records of mulching was recorded in "Buku Rekod Tandan Kosong" (EFB Record Book) where information such as quantity of EFB and Field number is available.</p> <table border="1" data-bbox="1137 751 1926 1066"> <thead> <tr> <th>Estate</th> <th>Field</th> <th>Total EFB</th> </tr> </thead> <tbody> <tr> <td>FGVPM Bukit Sagu 04</td> <td>PM 10M & PM 14R</td> <td>1500mt 590.69 ha</td> </tr> <tr> <td>FGVPM Bukit Sagu 07</td> <td>PM 18D</td> <td>55.37 mt 38.70 ha</td> </tr> <tr> <td>FGVPM Bukit Sagu 06</td> <td>PM10D</td> <td>7227.2 mt 260.74 ha</td> </tr> </tbody> </table>	Estate	Field	Total EFB	FGVPM Bukit Sagu 04	PM 10M & PM 14R	1500mt 590.69 ha	FGVPM Bukit Sagu 07	PM 18D	55.37 mt 38.70 ha	FGVPM Bukit Sagu 06	PM10D	7227.2 mt 260.74 ha	<p>Complied</p>
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FGVPM Bukit Sagu 06	PM10D	7227.2 mt 260.74 ha													
<p>7.4.4</p>	<p>Records of fertiliser inputs are maintained. - Minor compliance -</p>	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc. Records of programs and applications of fertilizers were reviewed by the auditors. Review of the records revealed that the actual fertilizers applied in 2020/2021 was in line with the program. The following fertilizers were applied in the estates on recommendation by the Agronomist:</p>	<p>Complied</p>												

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		<p><u>FGVPM Bukit Sagu 07</u> Field: PM15C; Area: 378.03 Ha; Fertilizer: NK Mix ; Total Fert: 65.3mt; Application Date: 27/08/2022 – 27/09/2022; Status: Completed.</p> <p><u>FGVPM Bukit Sagu 06</u> Field: PM10D; Area 260.74 ha; Fertilizer: FOF; Total Fert: 80.2 mt; Application date: 04/04/2022 – 28/04/2022; Status; Completed</p>	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no other problem soils (e.g., podzols and acid sulphate soils) in the estate. The soil map is prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn Bhd (Land Management Unit). All estates have soil maps detailing their soil profile including marginal and fragile soils. Sampling in FGVPM Bukit Sagu 7, the soil type available in estate was Batu Anam, Bungor, Durian laterite, local alluvium, Malacca, Marang and Tavy.</p>	Complied
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>Estates visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Sustainability Policy under item “Perlindungan Dan Penjagaan Alam Sekitar” signed by Group CEO dated 05/05/2019. The content of the Policy among others includes the following: -</p> <ol style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. 	Complied

		<p>Other guidelines were also shown in the following documents among others.</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>Mucuna Bracteata</i> had been planted along crucial slopes by management. Large areas with <i>Neprolepis Biserrata</i> in the inter rows were sighted during the visit.</p>	
7.5.3	<p>There is no new planting of oil palm on steep terrain. - Minor compliance -</p>	<p>Verified that there is no new planting at estates visited. Management has established procedure related to oil palm planting on steep terrain. List of procedure as below; -</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. 	Complied
<p>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.</p>			

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7.6.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	Soil surveys are made and available in a soil map for both the visited estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. The estate had no new planting for the current year and for the forthcoming 5 years operations. Soil maps were available at all the sampled estates. Based on the maps, 100% of the soil at the estate is of mineral type. There is no soil categorized as fragile or marginal.	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil at the sampled estates. FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are avoided.	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	Soil surveys are made and available in a soil map at both the estates. Topographic contour maps are also available which are both used to manage the drainage and road works in the estate.	Complied
<p>Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	Not applicable as there is no planting on peat soil within the estates.	Not Applicable
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 planting on peat soil within the estates.	Not Applicable
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 planting on peat soil within the estates.	Not Applicable

7.7.4	<p>(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -</p>	Not applicable as there is no planting on peat soil within the estates.	Not Applicable
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. This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition. - Critical (Major) compliance -</p>	Not applicable as there is no planting on peat soil within the estates.	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. - Critical (Major) compliance -</p>	Not applicable as there is no planting on peat soil within the estates.	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>	Not applicable as there is no planting on peat soil within the estates.	Not Applicable

- Critical (Major) compliance -																										
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.																										
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water Management Plan have been established and documented in "Pelan Pengurusan Air". Among the management plans established were:</p> <ul style="list-style-type: none"> - Evaluation of water consumption and water sources - Monitoring of negative impact to the environment - Steps to optimize water consumption through water saving method - Control of fertility and soil moisture - Monitoring of water management <p>Based on site visit at the workers quarters, clean water was adequately provided. The water for domestic used was provided by PAIP (Pengurusan Air Pahang Berhad). From the verification water management plan, the management will monitor. Result as per below;-</p> <table border="1"> <thead> <tr> <th>Operating unit</th> <th>Year</th> <th>m³ water usage</th> </tr> </thead> <tbody> <tr> <td rowspan="2">FGVPM Bukit Sagu 4</td> <td>2021</td> <td>267,189</td> </tr> <tr> <td>2022</td> <td>193,373</td> </tr> <tr> <td rowspan="2">FGVPM Bukit Sagu 7</td> <td>2021</td> <td>213,856.38</td> </tr> <tr> <td>2022</td> <td>136,037.81</td> </tr> <tr> <td rowspan="2">FGVPM Bukit Sagu 6</td> <td>2021</td> <td>38,083</td> </tr> <tr> <td>2022</td> <td>26,543</td> </tr> <tr> <td rowspan="2">FGVPM Bukit Sagu 8</td> <td>2021</td> <td>17,521</td> </tr> <tr> <td>2022</td> <td>17,361</td> </tr> </tbody> </table>	Operating unit	Year	m ³ water usage	FGVPM Bukit Sagu 4	2021	267,189	2022	193,373	FGVPM Bukit Sagu 7	2021	213,856.38	2022	136,037.81	FGVPM Bukit Sagu 6	2021	38,083	2022	26,543	FGVPM Bukit Sagu 8	2021	17,521	2022	17,361	Non-compliance
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		<p>FGVPM Bukit Sagu 04 Estate Verification has been done by auditor for deduction usage of water through pay slips and water usage monitoring records. It has been found out that one of the house House#74 where the water usage is higher compared to the others houses for 3 consequences months (September October, November 2022). Details as per below</p> <table border="1" data-bbox="1137 695 1883 900"> <thead> <tr> <th>Months</th> <th>Total amount (RM)</th> <th>Total occupant</th> <th>Deduction/worker (RM)</th> </tr> </thead> <tbody> <tr> <td>September 22</td> <td>125.01</td> <td>5</td> <td>25.00</td> </tr> <tr> <td>October 22</td> <td>126.99</td> <td>5</td> <td>25.70</td> </tr> <tr> <td>November 22</td> <td>73.00</td> <td>2</td> <td>36.77</td> </tr> </tbody> </table> <p>Further verification has been done during site visit to house#74 and found out that there is pipe leakage outside of the house. It also has not been identified during the line site inspection which has been conducted on weekly basis.</p>	Months	Total amount (RM)	Total occupant	Deduction/worker (RM)	September 22	125.01	5	25.00	October 22	126.99	5	25.70	November 22	73.00	2	36.77	
Months	Total amount (RM)	Total occupant	Deduction/worker (RM)																
September 22	125.01	5	25.00																
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November 22	73.00	2	36.77																
7.8.2	<p>© 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 and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017). Monitoring of discharge water quality conducted as per DOE requirement under the compliance schedule. Sample sighted in Bukit Sagu POM as following:</p> <table border="1" data-bbox="1137 1289 1928 1367"> <thead> <tr> <th></th> <th>BOD</th> <th>pH</th> <th>COD</th> <th>SS</th> <th>Oil & Grease</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		BOD	pH	COD	SS	Oil & Grease							Complied				
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		<table border="1"> <tr> <td>11226/2 022 Hulu Sg Reman</td> <td>3</td> <td>7.87</td> <td>24</td> <td>15</td> <td>18</td> </tr> <tr> <td>11226/2 022 Hilir Sg Reman</td> <td>9</td> <td>7.43</td> <td>60</td> <td>55</td> <td>8</td> </tr> </table> <p>FGVPM Bukit Sagu 7 (1/11/2022)</p> <table border="1"> <thead> <tr> <th></th> <th>BOD</th> <th>pH</th> <th>COD</th> <th>SS</th> </tr> </thead> <tbody> <tr> <td>Hulu Sg Reman</td> <td>1</td> <td>6.10</td> <td>6</td> <td>12</td> </tr> <tr> <td>Hilir Sg Reman</td> <td>1</td> <td>6.32</td> <td>8</td> <td>15</td> </tr> </tbody> </table> <p>FGVPM Bukit Sagu 6 (30/11/2022)</p> <table border="1"> <thead> <tr> <th></th> <th>BOD</th> <th>pH</th> <th>COD</th> <th>SS</th> </tr> </thead> <tbody> <tr> <td>Hulu Sg Rengoi</td> <td>7</td> <td>6.64</td> <td>60</td> <td>4</td> </tr> <tr> <td>Hilir Sg Rengoi</td> <td>4</td> <td>7.01</td> <td>55</td> <td>2</td> </tr> </tbody> </table>	11226/2 022 Hulu Sg Reman	3	7.87	24	15	18	11226/2 022 Hilir Sg Reman	9	7.43	60	55	8		BOD	pH	COD	SS	Hulu Sg Reman	1	6.10	6	12	Hilir Sg Reman	1	6.32	8	15		BOD	pH	COD	SS	Hulu Sg Rengoi	7	6.64	60	4	Hilir Sg Rengoi	4	7.01	55	2	
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7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	The mill applies the biological system with an anaerobic lagoon and tertiary plant (membrane plant) in series for its treatment of effluent. The quality of discharged effluent was analyzed every	Complied																																										

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	<p>- Minor compliance -</p>	<p>week and the parameters are pH, BOD, COD, TS, SS, OG, AN and TN. Based on the quarterly report to the Department of Environment, generally, the Palm Oil Mill has complied with the regulated limit. From the verification as per below:-</p> <table border="1" data-bbox="1137 491 1928 592"> <tr> <td>Month</td> <td>17/10/2022</td> <td>14/11/2022</td> <td>12/12/2022</td> </tr> <tr> <td>BOD</td> <td>73</td> <td>55</td> <td>69</td> </tr> </table> <p>The limit as per Jadual Pematuhan (004129) was 100.</p>	Month	17/10/2022	14/11/2022	12/12/2022	BOD	73	55	69		
Month	17/10/2022	14/11/2022	12/12/2022									
BOD	73	55	69									
<p>7.8.4</p>	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill continues to monitor its water use per tonne FFB processed which data obtained from flowmeters i.e. at mill process, boiler operation and fire hydrant. Based on the records, the mill has consumed:</p> <table border="1" data-bbox="1137 786 1928 938"> <thead> <tr> <th>Year</th> <th>Water Usage (m³)</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>317,953</td> </tr> <tr> <td>2022</td> <td>263,127</td> </tr> </tbody> </table>	Year	Water Usage (m ³)	2021	317,953	2022	263,127	<p>Complied</p>			
Year	Water Usage (m ³)											
2021	317,953											
2022	263,127											
<p>Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</p>												
<p>7.9.1</p>	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -</p>	<p>At the mill, the utilisation of fibre and shell as biofuel for boiler operation is consistently implemented to generate electricity through turbines. This helps to reduce the dependency to fossil fuel. The use of Diesel, Electricity and Water were monitored on a monthly basis in the mill and estates and records were as follows. FGVPIB Bukit Sagu POM</p> <table border="1" data-bbox="1137 1214 1854 1362"> <thead> <tr> <th>Year</th> <th>Diesel Usage (L)</th> <th>Litre/mt</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>279986</td> <td>1.28</td> </tr> <tr> <td>2022</td> <td>266950</td> <td>1.26</td> </tr> </tbody> </table>	Year	Diesel Usage (L)	Litre/mt	2021	279986	1.28	2022	266950	1.26	<p>Complied</p>
Year	Diesel Usage (L)	Litre/mt										
2021	279986	1.28										
2022	266950	1.26										

Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.											
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Both the mill and the estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>a) The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adversely impact the environment.</p> <p>b) Fuel Consumption, POME and reported in the Palm GHG Summary Report.</p>	Complied								
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The CU has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The CU records NIL new development within the certified area. There is no new planting in There is no peat soil or soil categorized as marginal or fragile soil in all the estates visited nor there are no new planting within.</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>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. Land conversion, Emissions from Fertilizer, Emissions from peat, Fuel Consumption, and crop sequestration. Their usage has been recorded and documented at each of the operating units. Sampling on emission from diesel as per below:-</p> <table border="1" data-bbox="1137 1294 1868 1372"> <thead> <tr> <th>OU</th> <th>Year</th> <th>Diesel Usage (L)</th> <th>Litre/mt</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	OU	Year	Diesel Usage (L)	Litre/mt					Complied
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		<table border="1"> <tr> <td rowspan="2">FGVPM Bukit Sagu 6</td> <td>2021</td> <td>46267</td> <td>3.46</td> </tr> <tr> <td>2022</td> <td>61839</td> <td>3.01</td> </tr> <tr> <td rowspan="2">FGVPM Bukit Sagu 7</td> <td>2021</td> <td>35791</td> <td>2.22</td> </tr> <tr> <td>2022</td> <td>30768</td> <td>2.17</td> </tr> </table>	FGVPM Bukit Sagu 6	2021	46267	3.46	2022	61839	3.01	FGVPM Bukit Sagu 7	2021	35791	2.22	2022	30768	2.17		
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FGVPM Bukit Sagu 7	2021	35791	2.22															
	2022	30768	2.17															
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>Visit to the replanting areas in Bukit Sagu Estates within Bukit Sagu complex confirmed that the land for replanting is not prepared by burning. Interview with the workers and management indicated that they do not prepare land for replating by burning.</p>			Complied													
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>All estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Bukit Sagu as per below:-</p> <table border="1"> <thead> <tr> <th>Potential of open burning</th> <th>Action to be taken</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Office</td> <td>ERT team established and training</td> <td>To train the ERT team for fire fighting and fire drill</td> </tr> <tr> <td>Fire at stakeholder</td> <td>To erect signage at potential area for fire out break</td> <td>Signage at site</td> </tr> <tr> <td>Fire at field</td> <td>To train workers and monitored and inform.</td> <td>To train workers regarding to fire fighting and drill</td> </tr> </tbody> </table>			Potential of open burning	Action to be taken	Remark	Office	ERT team established and training	To train the ERT team for fire fighting and fire drill	Fire at stakeholder	To erect signage at potential area for fire out break	Signage at site	Fire at field	To train workers and monitored and inform.	To train workers regarding to fire fighting and drill	Complied	
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7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>All estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Bukit Sagu 04/06/07/08 dated 10/02/2022. The plan includes potential fire outbreaks (such as fire at office, housing areas and fields) and Action Plan & Control Measures. The Plan has</p>			Complied													

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		<p>been communicated to all stakeholders as stated in the memo dated 16/02/2022 undersigned by each Estate Manager.</p> <p>Sighted the memo dated 16/02/2022 as per (010)FGVPM/330/Persuratan RSPO addressed to Kuari Tinjau Makmur and Ladang RISDA Cherul mentioning Bukit Sagu 04 Estate's commitment towards zero burning and request the mentioned neighbors not to conduct any open burning at their premises without permission from DOE for better management of the environment.</p>	
<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>There is no new planting for year 2021 for sampling estate, as per verification on new planting on year 2019. For Bukit Sagu 08 Estate new development area in 2019, HCVRN assessment was conducted by consultant as per following public information: https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangan-05-estate-selendang-03-estate-malaysia/</p>	<p>Complied</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</p>	<p>Biodiversiti Ladang FGVPM Bukit Sagu 04; Updated by: Yaslam bin Mohammad Salleh; CDD Department; Date: 16/12/2016. The Conservation management plans for the existing plantations in other estates were implemented as per samples verified i.e. Laporan Biodiversiti Ladang FGVPM Bukit Sagu 07; Updated by: Yaslam bin Mohammad Salleh; CDD Department; Date: 14/12/2016. FGVPM Bukit Sagu 08 have conducted the Biodiversity Assessment and available in the High Conservative Value & Biodiversity Report dated 15/09/2016. The reports states that the</p>	<p>Complied</p>

	<p>stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019). - Critical (Major) compliance -</p>	<p>HCVs that were identified were vegetation, ecosystem and wild animal species. There also have new assessment due to for new development on 2019. HCVRN assessment was conducted by consultant as per following public information: https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -</p>	<p>For Bukit Sagu 08 Estate new development area in 2019, HCVRN assessment was conducted by consultant as per following public information: https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</p> <p>There was no new planting in other estates. To protect and enhance HCV and conservation area, the management already establish the management plan. Verification on the management plan sighted the monitoring at FGVP have been conducted and recorded as per below:- At PM17H (Block 13) sighted elephant dated 01/12/2022. This issue have been discuss with Perhilitan for ensure safety of the elephant.</p>	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. - Minor compliance -</p>	<p>The was no changes as per previous year record. There were no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to</p>	<p>Based on the biodiversity report, there was no RTE species found in all the estates. Nonetheless, the monitoring plan of wildlife was</p>	Complied

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	<p>regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>established and implemented. Education about the status of RTE has been given to workforce through a muster briefing from time to time. Signage to restrict hunting and intrusion have been put up at many places at the estates especially at the points of entry to create awareness among the workers and surrounding communities. Sighted the training have been conducted on 18/07/2022 by Nur Akma at FGVPM Bukit Sagu 06.</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>- Minor compliance -</p>	<p>Educational activities on RTE species were done through a few means such as briefings/training and no hunting signage. Interview with workers showed that they have a good understanding in the restriction of hunting or endangering the RTE species. Sighted the management also conducted the RTE monitoring, the latest record was on 13/11/2022</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new land clearing as per verification on site, same as per previous year. For Bukit Sagu 08 Estate new development area in 2019, HCVRN assessment was conducted by consultant as per following public information: https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</p> <p>There is no land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018. Thus, the Remediation and Compensation Procedure (RaCP) is not applicable.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Bukit Sagu POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

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

Emission per product	tCO ₂ e/tProduct
CPO	0.91
PKO	0

Extraction	%
OER	20.6
KER	4.99

Production	t/yr
FFB Process	219,030.00
CPO Produced	45113.97
PKO Produced	10923.52

Land Use	Ha
OP Planted Area	8201.27
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	21.25
Total	8,222.71

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	78371.25	0.95	0.00	0.00	0.00	0.00	78371.25	0.95
CO ₂ Emission from fertilizer	6455.15	0.08	0.00	0.00	0.00	0.00	6455.15	0.08
NO ₂ Emission	5197.16	0.06	0.00	0.00	0.00	0.00	5197.16	0.06
Fuel Consumption	352.39	0.00	0.00	0.00	0.00	0.00	352.39	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-74285.55	-0.90	0.00	0.00	0.00	0.00	-74285.55	-0.90
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	16090.39	0.20	0.00	0.00	33916.99	0.00	50007.37	0.19

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0	0
Fuel Consumption	873.56	0
Grid Electricity Utilization	0	0
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	873.56	0

Summary of Kernel Crusher Emission and Credit (if applicable)

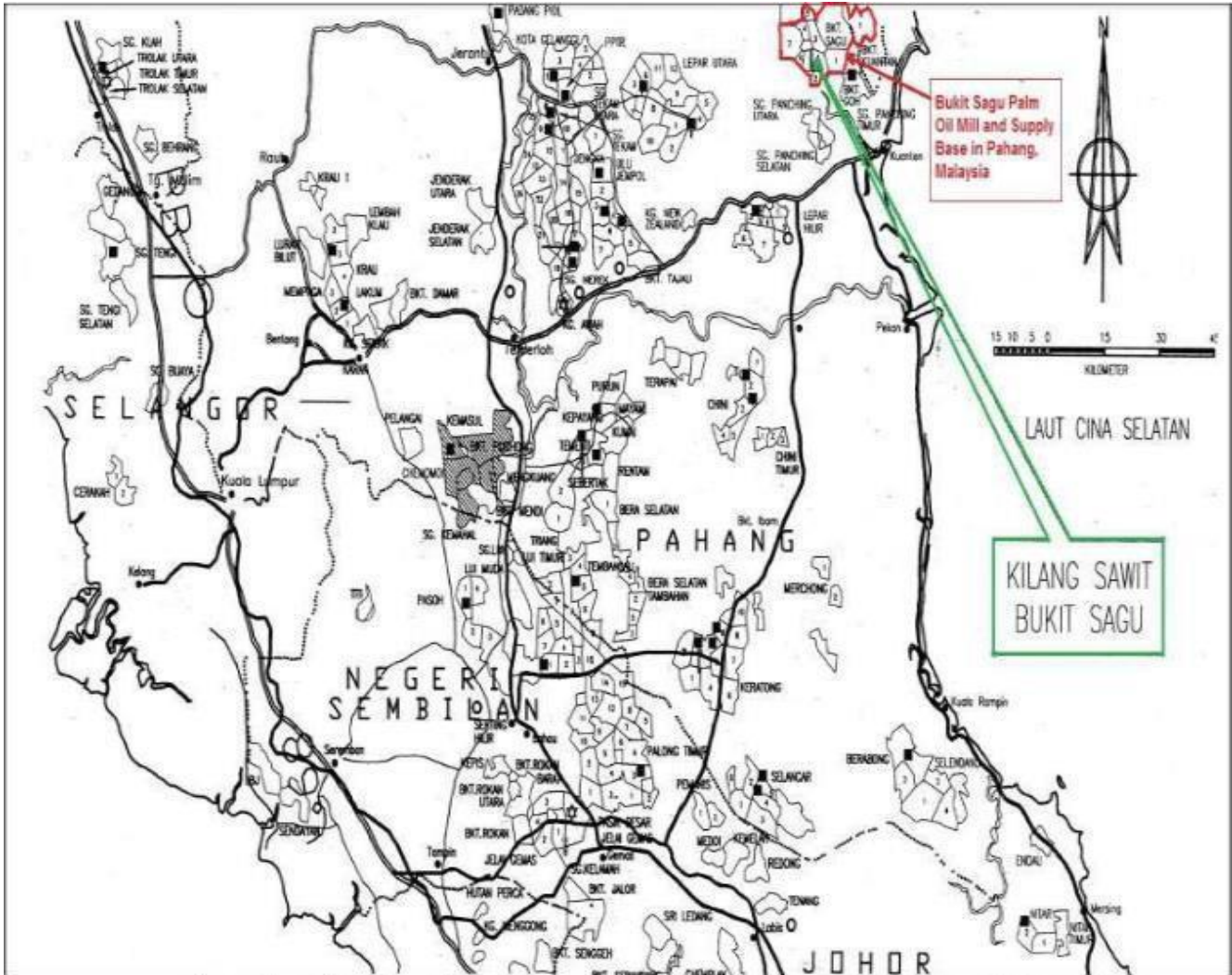
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

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

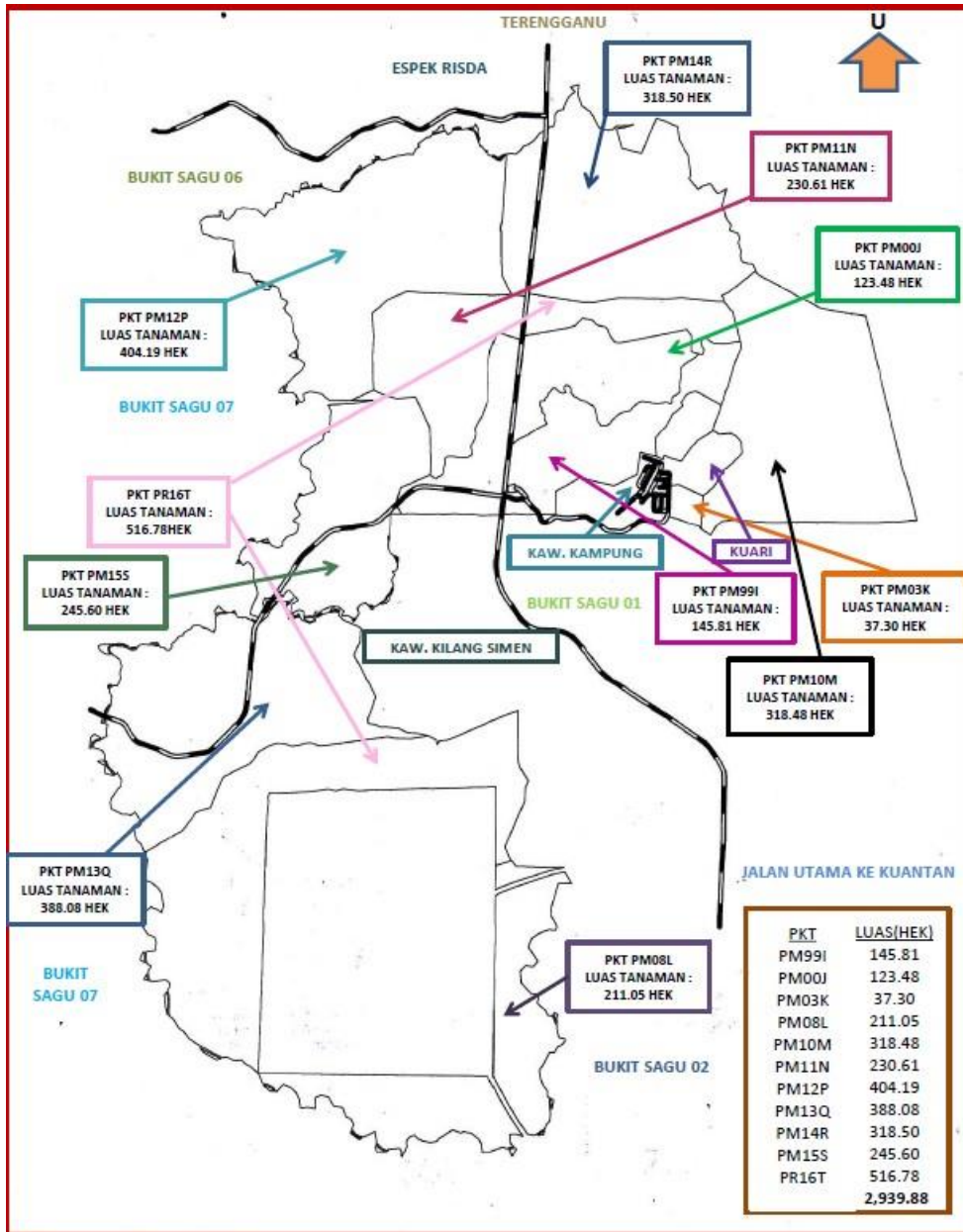
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases

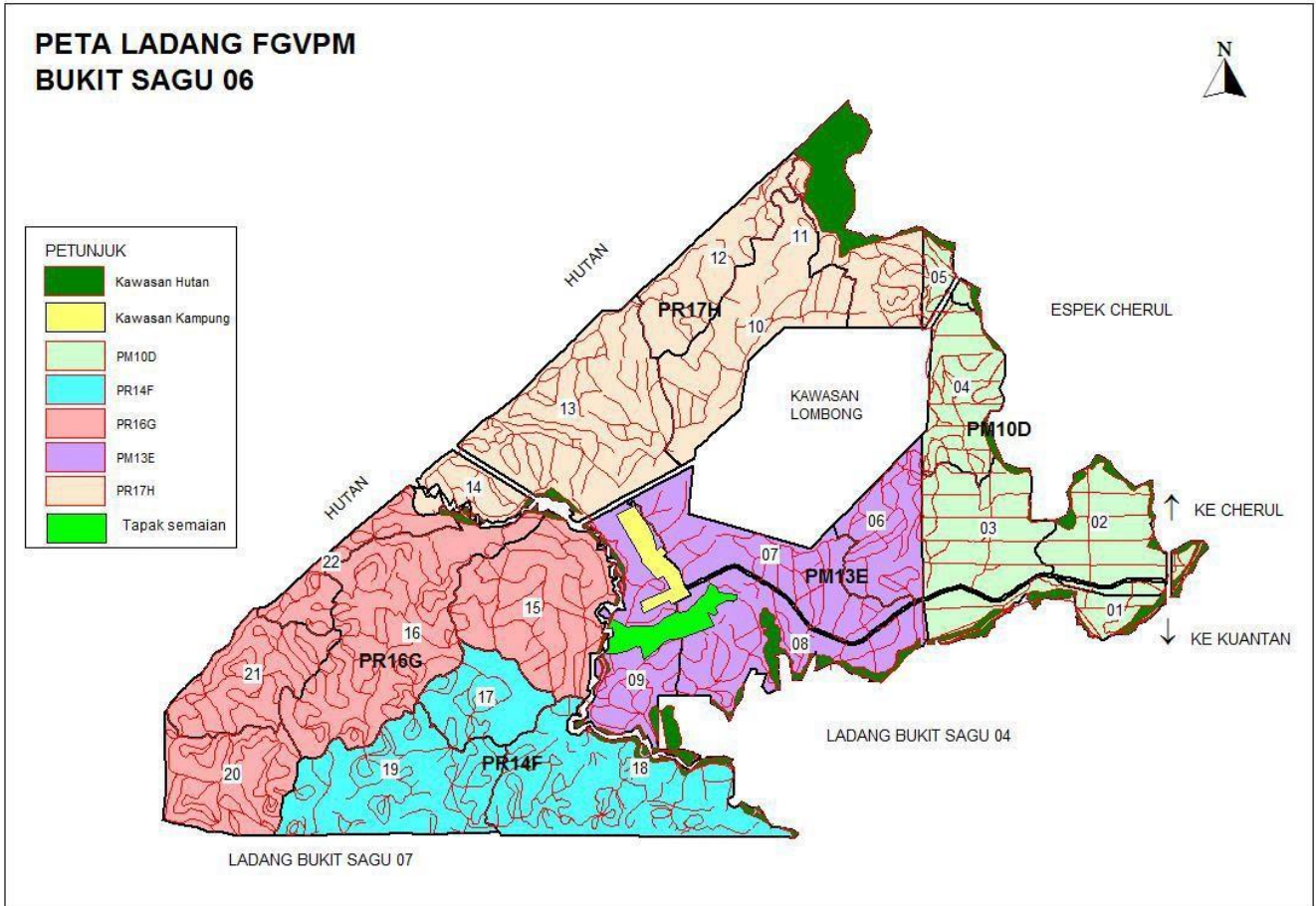


Appendix D: Estate Field Map

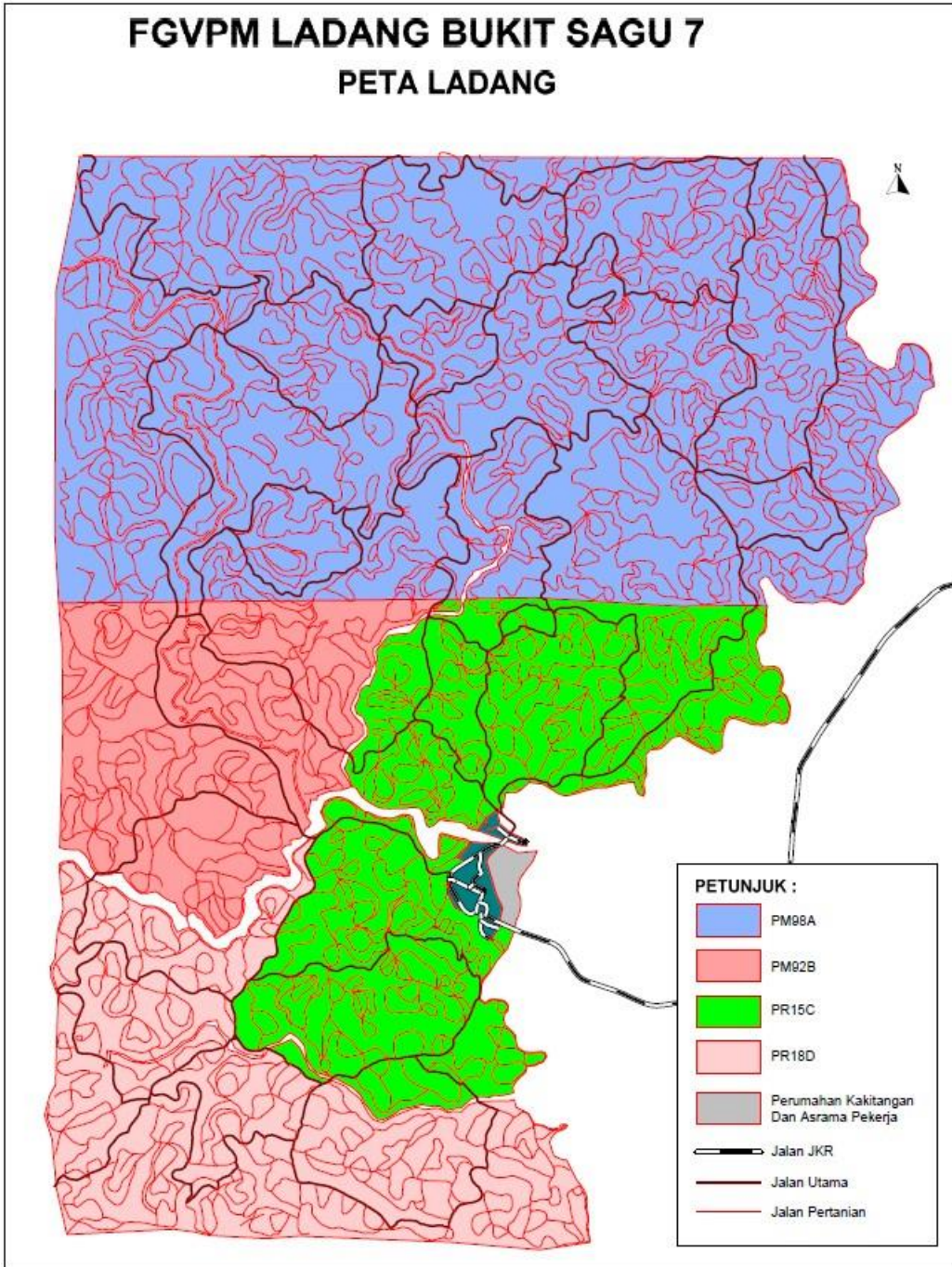
Bukit Sagu 4 Estate



Bukit Sagu 6 Estate

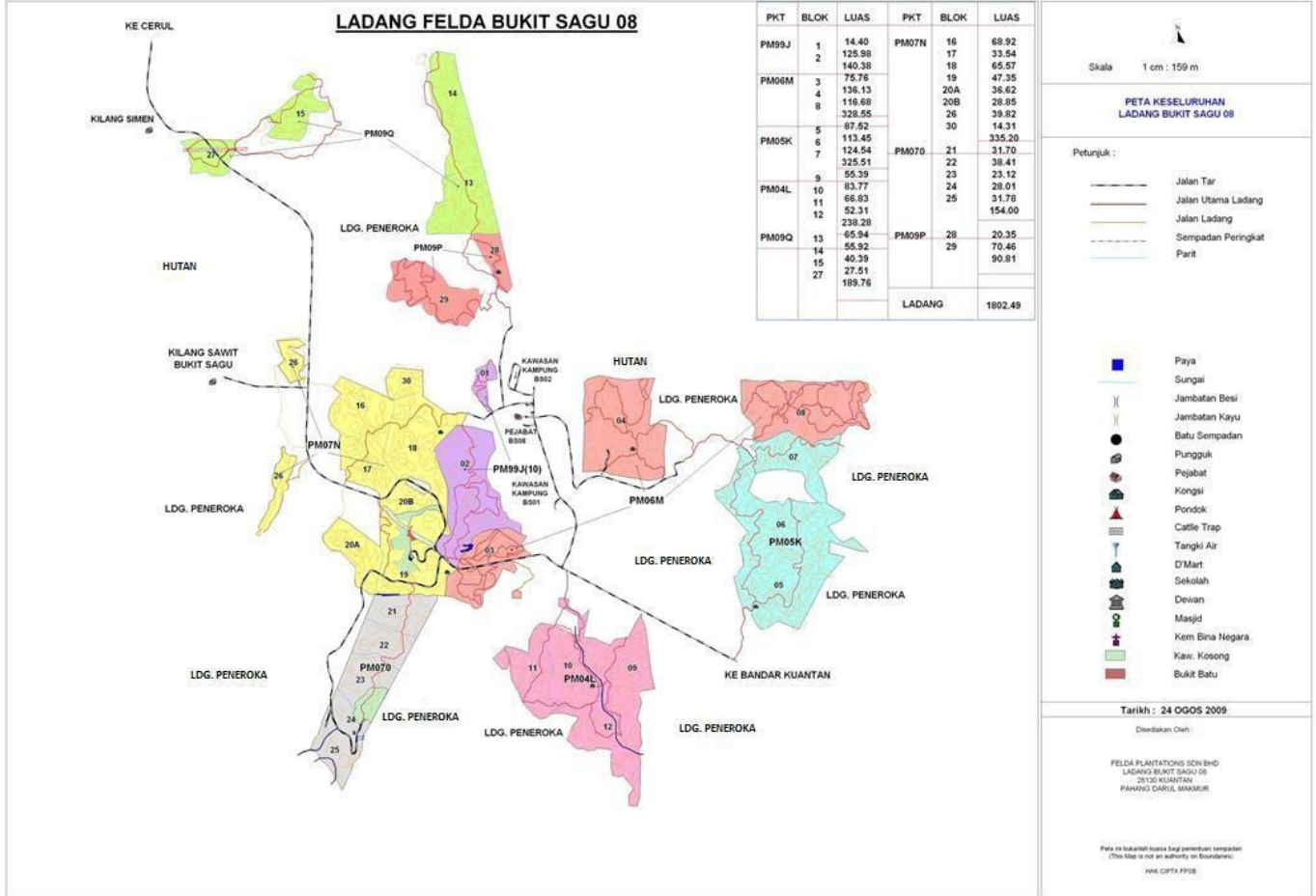


Bukit Sagu 7 Estate



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Bukit Sagu 8 Estate



Appendix E: List of Smallholder Registered and/or sampled

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			
	Nil								
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