

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<b>Client Company Name / Parent Company:</b> <b>FGV Holdings Berhad</b>
Client Company / Parent Company Address: Sustainability Compliance & Certification Department, Level 20, West Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: <b>FGV Palm Industries Sdn Bhd (Kerteh Palm Oil Mill)</b>
Location of Certification Unit: Jalan Jerangau- Jabor Penghantar 3, Bandar Ketengah Jaya, 23309 Terengganu, Malaysia.
Date of Final Report: 11/05/2023

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	FGV Holdings Berhad		
<b>RSPO Membership Number</b>	1-0225-16-000-00	<b>Membership Approval Date</b>	27/12/2016
<b>Address</b>	Sustainability Compliance & Certification Department, Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	FGV Palm Industries Sdn Bhd (Kerteh Palm Oil Mill) FGVPM Semaring 01 Estate FGVAS Kerteh Estate		
<b>Location / Address</b>	Jalan Jerangau- Jabor Penghantar 3, Bandar Ketengah Jaya, 23309 Terengganu, Malaysia.		
<b>Website</b>	<a href="http://www.fgvholdings.com">http://www.fgvholdings.com</a>		
<b>Management Representative</b>	Ameer Izyanif Bin Hamzah	<b>E-mail</b>	ameer.h@fgvholdings.com
<b>Telephone</b>	+603-2789 0497	<b>Facsimile</b>	+603-2789 0440

2. Certification Information			
<b>Certificate Number</b>	RSPO 693209	<b>Certificate Start Date</b>	11/02/2019
<b>Date of First Certification</b>	11/02/2019	<b>Certificate Expiry Date</b>	10/02/2024
<b>Scope of Certification</b>	Production of Palm Oil and Palm Kernel		
<b>Visit Objectives</b>	To conduct a surveillance assessment and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisation's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	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		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	54mt/hr

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<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

<b>3. Other Certifications</b>			
<b>Certificate Number</b>	<b>Standard(s)</b>	<b>Certificate Issued by</b>	<b>Expiry Date</b>
MSPO 693211	MS 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	28/04/2024
MSPO 693212	MS 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	28/04/2024
MSPO SCCS-TCI-021-2020	MSPO SCCS: Nov 2018	Trans Certification International (TCI)	26/03/2025

<b>4. Location(s) of Mill &amp; Supply Bases</b>			
<b>Name (Mill / Supply Base / Group Manager / Smallholders)</b>	<b>Location</b>	<b>GPS Coordinates</b>	
		<b>Latitude</b>	<b>Longitude</b>
FGVPISB Kerteh Palm Oil Mill	Jalan Jerangau- Jabor Penghantar 3, 23309 Ketengah Jaya, Terengganu, Malaysia.	4° 37' 33.65" N	103° 19' 55.03" E
FGVPM Semaring 01 Estate	Ladang Felda Semaring 01, Pejabat Pos A.M.B.S, 23400, Dungun Terengganu, Malaysia	4° 40' 20.21" N	103° 02' 24.11" E
FGVAS Kerteh Estate	Ladang FASSB Kerteh, Jalan Kelubi, Ketengah Jaya, 23300 Dungun, Terengganu, Malaysia	4° 34' 29.00" N	103° 19' 13.00" E

<b>5. Description of Supply Base</b>					
<b>New Planting Development</b>	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
<b>Estate / Smallholders</b>	<b>Total Planted (Mature + Immature) (ha)</b>	<b>HCV (ha)</b>	<b>Infrastructure &amp; Other (ha)</b>	<b>Total Area (ha)</b>	<b>% of Planted</b>
FGVPM Semaring 01 Estate	981.05	0	265.42	1,246.47	78.70
FGVAS Kerteh Estate	100.94	0	11.01	111.95	90.17
<b>Total</b>	1,081.99	0	276.43	1,358.42	79.65

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<b>6. Plantings &amp; Cycle</b>						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Semaring 01 Estate	0	723.65	257.40	0	981.05	0
FGVAS Kerteh Estate	0	0	100.94	0	100.94	0
<b>Total (ha)</b>	0	723.65	358.34	0	1,081.99	0

**Note:** Only Mature area is considered as production area

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Jan 2022 – Dec 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Jan 2022)	Current license period (Feb 2022 – Dec 2022)	
FGVPM Semaring 01 Estate	16,000.00	305.79	4,720.751	3,500.00
FGVAS Kerteh Estate	3,000.00	294.68	2,399.979	2,700.00
<b>Total</b>	<b>19,000.00</b>	<b>7,721.20</b>		<b>6,200.00</b>

**Note:** Crop diversion from Semaring 01 Estate to nearest mill due to cost effectiveness concern. Hence, the actual produced FFB & forecast FFB is low compare to previous year.

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Jan 2022 – Dec 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Jan 2022)	Current license period (Feb 2022 – Dec 2022)	
Nil				
<b>Total</b>				

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<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 2022 – Jan 2023)	Actual (Jan 2022 – Dec 2022)		Forecast (Feb 2023 – Jan 2024)
		Previous license period (Jan 2022)	Current license period (Feb 2022 – Dec 2022)	
OCP	195,971.68	13,477.53	188,532.47	190,193.00
<b>Total</b>	195,971.68	202,010		190,193.00

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Jan 2022	600.47	13,477.53	13,787.09
2	FEB 2022	534.48	11,608.65	11,852.22
3	MAC 2022	666.65	14,953.93	15,329.67
4	APRIL 2022	560.51	15,234.03	15,503.63
5	MEI 2022	456.86	15,017.69	15,183.64
6	JUN 2022	411.6	15,022.95	15,143.64
7	JUL 2022	419.73	16,987.13	17,115.95
8	AUG 2022	652.45	18,694.17	19,055.71
9	SEP 2022	496.33	21,387.42	21,592.84
10	OCT 2022	685.54	24,051.91	24,446.54
11	NOV 2022	1241.79	20,571.54	21,522.42
12	Dec 2022	994.79	15,003.02	15,706.90
<b>TOTAL</b>		<b>7,721.20</b>	<b>202,010.00</b>	<b>206,240.30</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Feb 2022 – Jan 2023)	Actual (Jan 2022 – Dec 2022)		Forecast (Feb 2023 – Jan 2024)
	Previous license period (Jan 2022)	Current license period (Feb 2022 – Dec 2022)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
19,000.00 mt	600.48 mt	7,120.73 mt	6,200.00 mt
	<b>TOTAL</b>	7,721.2 mt	

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<b>CPO (OER: 20.70%)</b>	<b>CPO (OER: 23.50%)</b>		<b>CPO (OER: 20.00%)</b>
3,933.00 mt	141.11 mt	1,673.37 mt	1,240.00 mt
	<b>TOTAL</b>	1,814.48 mt	
<b>PK (KER: 5.20%)</b>	<b>PK (KER: 5.15%)</b>		<b>PK (KER: 5.13%)</b>
988.00 mt	30.92 mt	366.72 mt	318.30 mt
	<b>TOTAL</b>	397.64 mt	

**Note:** Crop diversion from Semaring 01 Estate to nearest mill due to cost effectiveness concern. Hence, the actual produced FFB & forecast FFB is low compare to previous year.

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jan 2022	141.11	30.92
2	FEB 2022	125.60	27.53
3	MAC 2022	156.66	34.33
4	APRIL 2022	131.72	28.87
5	MEI 2022	107.36	23.53
6	JUN 2022	96.73	21.20
7	JUL 2022	98.64	21.62
8	AUG 2022	153.33	33.60
9	SEP 2022	116.64	25.56
10	OCT 2022	161.10	35.31
11	NOV 2022	291.82	63.95
12	Dec 2022	233.78	51.23
	<b>TOTAL</b>	1,814.48	397.64

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Feb 2022 – Dec 2022)</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	1,004.21	-	-	-	1,004.21
<b>PK (MT)</b>	138.66	-	-	200	338.66
<b>Credits</b>	800	-	-	-	800
<b>Previous License period (Jan 2022)</b>					
<b>CPO (MT)</b>	-	-	-	-	-

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<b>PK (MT)</b>	-	-	-	-	-
<b>Credits</b>	-	-	-	-	-

<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>PalmTrace Trading License Number</b>	<b>Certified CPO Sold (MT)</b>	<b>Certified PK Sold (MT)</b>
1	xxx	TR-a1449a31-79c0	1,004.21	
2	xxx	TR-d034e79b-8862		22.66
3	xxx	TR-5b0123c5-e9b9		12.06
4	xxx	TR-cb0b5d43-986b		27.82
5	xxx	TR-a3add913-004c		40.68
6	xxx	TR-2e35b912-ecfd		35.44
<b>TOTAL</b>			1,004.21	<b>34.72</b>

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

<b>11C. Records of CPO &amp; PK Sold as conventional since the last audit (if any)</b>				
<b>No.</b>	<b>Buyers Name</b>	<b>CPO Sold (MT)</b>	<b>PK Sold (MT)</b>	
	Nil			
<b>TOTAL</b>				

<b>11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)</b>			
<b>No.</b>	<b>Buyers Name</b>	<b>PalmTrace Trading License Number</b>	<b>RSPO Credits of Certified CPO Sold</b>
1	xxx	31517-144178	500
2	xxx	31517-141769	300
<b>TOTAL</b>			<b>800</b>



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)
<b>TOTAL</b>						

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

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

Note:

## Section 2: Assessment Process

### Certification Body:

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

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

### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **9-12/01/2023**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **4/4/2023**. 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.

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.

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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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
FGVPISB Kerteh Palm Oil Mill	√	√	√	√	√
FGVPM Semaring 01 Estate	√	√	√	√	√
FGVAS Kerteh Estate	√	√	√	√	√

**Tentative Date of Next Visit: January 22, 2024 - January 25, 2024**

**Total Number of Mandays: 10 Mandays**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Muhamad Naquiuddin Mazeli (MNM)	Team Leader	<p><b>Education:</b> Holds a Bachelor Science Horticulture, University Putra Malaysia</p> <p><b>Work Experience:</b> 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><b>Training attended:</b> He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV &amp; HCS Introductory Training, Endorsed RSPO P&amp;C Lead Auditor Course and SMETA Requirement Training, Endorsed RSPO P&amp;C Lead Auditor Refresher Course and RSPO Independent Smallholder (IHS) Auditor Training</p> <p><b>Aspect covered in this audit:</b> Legal requirements, natural and HCV conservation, water &amp; wastes management, environmental aspects, GAP, mill best practices, training, economic management plan and Estate Best Practises , and supply chain.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Malaysia and English Language.</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p><b>Education:</b></p>

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		<p>Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p><b>Work Experience:</b> 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&amp;C, MSPO P&amp;C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p><b>Training attended:</b> He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed MSPO P&amp;C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training.</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p>
<p>NorHalis AbuZar (NHA)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p><b>Work Experience:</b> He has 6 years' experience in Oil Palm Estate Management with Kulim Plantations Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p><b>Training attended:</b> He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course and SMETA Requirement Training.</p> <p><b>Aspects covered in this audit:</b> During this assessment, he assessed on the aspects of compliance to occupational health and safety, GAP, mill best practices, training, economic management plan and Estate Best Practises.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Malaysia and English Language.</p>
<p>Nil</p>	<p>Peer Reviewer</p>	<p><b>Education:</b></p> <p><b>Work Experience:</b></p> <p><b>Training attended:</b></p>

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**Accompanying Persons:**

Name	Role
Nil	

**2.3 Assessment Plan**

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

Date	Time	Subjects	MNM	MRM	NHA
Sunday, 08/01/2023	1500 1900	- Auditors travel to Dungun.	✓	✓	✓
Monday, 09/01/2023  <b>FGVPI Kerteh Palm Oil Mill &amp; FGVAS Kerteh Estate</b>	0800 0900	- Travel from Dungun to <b>FGVPI Kerteh Palm Oil Mill</b>	✓	✓	✓
	0900 0930	- Opening Meeting: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).	✓	✓	✓
	0930 1230	- Travel to <b>FGVAS Kerteh Estate</b> after opening. Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1000 1200	- <b>Meeting with stakeholders</b> (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-
	1230 1330	LUNCH BREAK			
	1330 1630	- Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓

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	1630 1700	- Interim Closing Briefing	✓	✓	✓
Tuesday, 10/01/2023  <b>FGVPM Semaring 01 Estate</b>	0800 0900	- Travel from Dungun to <b>FGVPM Semaring 01 Estate</b>	✓	✓	✓
	0900 1230	- Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓
	1000 1200	- <b>Meeting with stakeholders</b> (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-
	1230 1330	LUNCH BREAK			
	1330 1630	- Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 1700	- Interim Closing Briefing	✓	✓	✓
Wednesday, 11/01/2023  <b>FGVPI Kerteh Palm Oil Mill</b>	0800 0900	- Travel from Dungun to <b>FGVPI Kerteh Palm Oil Mill</b>	✓	✓	✓
	0900 1230	- 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	- <b>Meeting with stakeholders</b> (Government, village rep, smallholders, Union Leader, contractor etc.)	-	✓	-

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	1230 1330	-	LUNCH BREAK			
	1330 1630	-	Document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation. 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	✓	✓	✓
Thursday, 12/01/2023  <b>FGVPI Kerteh Palm Oil Mill</b>	0800 0900	-	Travel from Dungun to <b>FGVPI Kerteh Palm Oil Mill</b>	✓	-	✓
	0900 1200	-	Continue Document review P1 – P7 and Supply chain for CPO mill. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	-	✓
	1200 1230	-	Verify any Outstanding Issues and Preparation for Closing Meeting	✓	-	✓
	1230 1300	-	Closing Meeting	✓	-	✓
	1300		Auditors travel back to Kuala Lumpur	✓	-	✓

**NCR Closure Audit Plan**

Date	Time	Subjects	MN
Monday, 03/04/2023		Travel from KL to Kerteh and check in Hotel.	✓
Tuesday, 04/04/2023	0800-0900	Travelling from Hotel to FGVAS Kerteh Estate	✓

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Date	Time	Subjects	MN
	0900-0930	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan (including stakeholder's/workers consultation).</li> </ul>	√
	0930-1130	<b>FGVAS Kerteh Estate &amp; FGVPM Semaring 01 Estate:</b> Verification on previous Major NC. Site observation ,workers interview (individual and group session) if necessary Document review – implemented evidence	√
	1130-1230	Closing	√
	1230-1700	Travelling back to Kuala Lumpur	√



### 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?	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (<a href="https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings">https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings</a>)</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"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>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.</li> </ul> <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>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the	No new acquisitions were recorded or in planning.	Complied

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<p>date of acquisition. Certification plan for the new acquisition shall be available.</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> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>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.</li> </ul> <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. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ul style="list-style-type: none"> <li>1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.</li> <li>2. Mills and estates rationalization exercises effective June 2021.</li> </ul> <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>Complied</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 FGVP 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 <b>Minor</b> non-compliance shall be raised</p>	<p>FGV had submitted its TBP for certification previously which is supposed to be completed by 2021. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes</p>	<p>Minor Non-compliance</p>

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	could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 Jul 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat. During the audit, the revised TBP is already been submitted to RSPO Secretariat for approval as per email dated 11/1/2023. Due to approval still pending Minor NC been raised.	
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 <b>Major</b> non-compliance shall be raised	There are no fundamental failure in implementation of the plan.	Complied
<b>Un-Certified Units or Holdings</b>		
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.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	Complied
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	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. Ladang FGVPM Tembangau 05, Ladang FGVPM Chegar Perah 02, Ladang FGVPM Selendang 03 and Ladang FGVPM Bukit Sagu 08 status HCVRN closed referred <a href="#">HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia   HCV Network</a> . This area proceed with land clearing. Did not go NPP as this is certified area.	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.	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVPM Tenggaroh 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 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.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	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. In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to	Complied

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	<p>communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>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 been 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:</p> <p><a href="https://www.fgvholdings.com/sustainability/reportsupdates/">https://www.fgvholdings.com/sustainability/reportsupdates/</a></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</p>	
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	<p>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"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>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.</li> </ul> <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. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&amp;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&amp;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&amp;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&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p> <p>These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project.</p> <p>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).</p> <p>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**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<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 Kerteh POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Kerteh POM.</p>	<p>Not Applicable</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
<b>Kompleks Lancang Kemudi</b>	<b>Malaysia</b>	<b>Kilang Sawit FGVPI Lancang Kemudi</b>	<b>Not Certified</b>	<b>2020</b>			<b>Yes</b>	<b>2023</b>	<b>Suspension by RSPO CP</b>	<b>New Certification</b>
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
<b>Kompleks Embara Budi</b>	<b>Malaysia</b>	<b>Kilang Sawit FGVPI Embara Budi</b>	<b>Not Certified</b>	<b>2020</b>			<b>Yes</b>	<b>2023</b>	<b>Suspension by RSPO CP</b>	<b>New Certification</b>
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 two (2) Critical; Three (3) Minor nonconformities and One (1) Opportunity For Improvement raised. The FGVPIB Kerteh POM 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.

<b>Non-conformity</b>			
<b>NCR Ref #</b>	<b>2297727-202301-M1</b>	<b>Issued Date</b>	<b>12/01/2023</b>
<b>Due Date</b>	<b>11/04/2023</b>	<b>Closure Date</b>	<b>04/04/2023</b>
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.2 (Critical)		
<b>Statement of Nonconformity:</b>	Proper management on waste disposal according to procedures was not effectively demonstrated.		
<b>Requirement Reference:</b>	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
<b>Objective Evidence:</b>	<p>The evidence was found as below:</p> <p>FGVAS Kerteh Estate</p> <ol style="list-style-type: none"> <li>1. Labelling for empty chemical container was using code 410 instead of SW409 which is not accordance with the procedures.</li> <li>2. Monthly inventory has been maintained from January to December 2022. However, it was found discrepancies of physical against data. Sample shows that availability of SW409 that generated on 07/10/2022 in the SW store however, no data recorded as per Inventory dated October 2022 until December 2022.</li> </ol> <p>FGVPM Semaring 01 Estate</p> <ol style="list-style-type: none"> <li>1. SW bin was labelled by wrong code. As per evidence SW bin that contain with empty lubricant container, damaged spray equipment and rat bait plastics/container were place with label SW410 instead of SW409</li> </ol> <p>It was not accordance with procedures, SOP for Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020 as reference to handle, storage, labelling and disposal of Scheduled Waste and Regulation 10, of Environmental Quality (Scheduled Waste) Regulation 2005.</p> <p>(2) Containers of scheduled wastes shall be clearly labelled in accordance with the types applicable to them as specified in the Third Schedule and marked with the scheduled waste code as specified in the First Schedule for identification and warning purposes.</p> <p>The Minor NC was escalated to Major NC due to re-occurrence of Minor NC.</p>		

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<b>Corrections:</b>	Correction on the labelling of SW 409, 410 based on Prosedur Alam Sekitar (FGVPM/L2/PAS-04). The refill the SW bin based on SW409 & SW410. Updated inventory accordingly to the SOP Prosedur Alam Sekitar (FGVPM/L2/PAS-04) and legal requirement
<b>Root Cause Analysis:</b>	There is some major changes in management and staff, due to changes of PIC there were not proper monitoring from the person incharge in term Inventory, labelling and storage due no training been given to the new person incharge.
<b>Corrective Actions:</b>	Conduct training on SW management to the new person in charge and evaluation to be done the training session to the person in charge. To include the additional person from estates management to attend the training on SW management as a backup person. The awareness of Schedule Waste Training in estate will conduct annual training programme.
<b>Assessment Conclusion:</b>	As per verification the evidence, the new person that have appointed was aware regarding to scheduled waste requirement. The training record also available dated Feb 2023. During site visit verification in both estate, the store was according to Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020. The marking and labeling was available and updated accordingly. Thus Major NC was close on 04/04/2023.

Non-conformity			
<b>NCR Ref #</b>	2297727-202301-M2	<b>Issued Date</b>	<b>12/01/2023</b>
<b>Due Date</b>	<b>11/04/2023</b>	<b>Closure Date</b>	<b>04/04/2023</b>
<b>Indicator &amp; Category (Critical / Minor)</b>	6.2.4 (Critical)		
<b>Statement of Nonconformity:</b>	Insufficient housing accommodation provided to new workers.		
<b>Requirement Reference:</b>	(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure. - Critical (Major) compliance -		
<b>Objective Evidence:</b>	FGVAS Kerteh Estate There are 4 houses for FGVAS Kerteh Estate and 3 houses has been allocated for foreign workers. It has been found out that house no. 2 and no.3 with 2 rooms/house has been allocated for Indian workers and over capacity (6 workers/2 rooms house).  Stated in Act 446. Employees` minimum standards of housing, accommodations and amenities acts 1990 that each employers required to provide 3.6m2 of room		

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	per each worker. It has been further verified with Jabatan Tenaga Kerja Negeri Terengganu through phone call which mentioned that sufficient accommodations need to be established by employer prior arrival of workers.
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1) To conduct briefing to new workers regarding to the problem of house electricity.</li> <li>2) To repair the electricity problem at the house.</li> <li>3) New workers be transferred to the house and estimated by the end of January 2023.</li> </ol>
<b>Root Cause Analysis:</b>	The allocated house at the estate are in good condition before the new workers arrived. There is some unexpected electricity problem occur at the house during the worker's arrival. Therefore, the workers were transferred to other houses as temporary while the electricity being fixed without consulting the issue with the new workers.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1) Briefing record to the new workers on their accommodation &amp; facilities will be documented and ensure they understand.</li> <li>2) Management meeting every 3 months and the agenda of meeting will include the discussion on the basic amenities of workers.</li> <li>3) To introduce the new mechanism of grievances &amp; conducted training (GMU Training on 13.02.2023).</li> </ol>
<b>Assessment Conclusion:</b>	During site verification and interview session the workers was understand and already transfer to the new house. The wardrobe, bed, mattress, bedsheet, pillow and pillowcase was been given to them and available during verification. The briefing record to the worker pertaining to the new grievances was available and workers also understand. Thus Major NC was close on 04/04/2023.

<b>Non-conformity</b>			
<b>NCR Ref #</b>	<b>2297727-202301-N1</b>	<b>Issued Date</b>	<b>12/01/2023</b>
<b>Due Date</b>	<b>Next Surveillance Audit</b>	<b>Closure Date</b>	<b>"Open"</b>
<b>Indicator &amp; Category (Critical / Minor)</b>	2.3.2 (Minor)		
<b>Statement of Nonconformity:</b>	Found the Kerteh POM obtains evidence of 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, and valid MPOB license from the collection centers was inadequate		
<b>Requirement Reference:</b>	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1. - Minor compliance -		
<b>Objective Evidence:</b>	There are 7 collection centers registered in the mill's list of FFB suppliers however from sampling collection centers that supply FFB to FGV Kerteh POM (Kim Ma Oil Palm and Tai Ichi Enterprise Sdn Bhd) insufficient data (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, and valid		



	MPOB license from the collection centers) have been maintained by the collection centre for some of their supplier. Thus Minor NC was raised.
<b>Corrections:</b>	1) To communicate officially with FGVT representatives on (MPOB license, land title and Geo Location) under dealer's FFB Supplier. 2) To gather all information related from the 7 Dealers FFB Supplier (MPOB license, land title and Geo Location).
<b>Root Cause Analysis:</b>	The management and information gathered for FFB Supplier under dealer (MPOB license, land title and Geo Location) was under FGVT. However, FGVT was not aware on the requirement regarding the FFB Supplier under dealer and no monitoring was done for this case.
<b>Corrective Actions:</b>	Monitoring done by Ketua Bahagian through Mesyuarat Ketua Bahagian (once in a month) to monitor the status of NCR closure and the prohibit the repetition of the issue.
<b>Assessment Conclusion:</b>	The corrective action plan is deemed to be sufficient to address the minor nonconformity raised. The effectiveness of the corrective action plan will be assessed during the next recertification assessment.

Non-conformity			
<b>NCR Ref #</b>	<b>2297727-202301-N2</b>	<b>Issued Date</b>	<b>12/01/2023</b>
<b>Due Date</b>	<b>Next Surveillance Audit</b>	<b>Closure Date</b>	<b>"Open"</b>
<b>Indicator &amp; Category (Critical / Minor)</b>	5.5.2 (RSPO System) (Minor)		
<b>Statement of Nonconformity:</b>	Found there are isolated lapses in the implementation of a time-bound plan		
<b>Requirement Reference:</b>	d. Where there are isolated lapses in the implementation of a time-bound plan, a minor non-compliance shall be raised. If there is evidence of fundamental failure to proceed with the implementation of the plan, a major non-compliance shall be raised.		
<b>Objective Evidence:</b>	<p>FGV had submitted its TBP for certification previously which is supposed to be completed by 2021. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 Jul 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat.</p> <p>As of auditing time, the revised TBP is already been submitted to RSPO Secretariat for approval as per email dated 11/1/2023. Due to approval still pending Minor NC been raised.</p>		
<b>Corrections:</b>	The existing TBP to be revised, approved by FGV management and resubmit to RSPO Secretariat.		
<b>Root Cause Analysis:</b>	The deviation of the TBP to be notified to the RSPO Secretariat.		
<b>Corrective Actions:</b>	The revised FGV TBP being communicate and sent to RSPO.		

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<b>Assessment Conclusion:</b>	The corrective action plan is deemed to be sufficient to address the minor nonconformity raised. The effectiveness of the corrective action plan will be assessed during the next recertification assessment.
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Non-conformity			
<b>NCR Ref #</b>	<b>2297727-202301-N3</b>	<b>Issued Date</b>	<b>12/01/2023</b>
<b>Due Date</b>	<b>Next Surveillance Audit</b>	<b>Closure Date</b>	<b>"Open"</b>
<b>Indicator &amp; Category (Critical / Minor)</b>	3.5.1 (Minor)		
<b>Statement of Nonconformity:</b>	Sufficient equipment has not been provided to new workers.		
<b>Requirement Reference:</b>	Employment procedures are implemented, and records are maintained. - Minor Compliance -		
<b>Objective Evidence:</b>	<p>As per stated in the procedure title "kemudahan Asas pekerja unit operasi" document number FGV/JTK/MAN/001-40 dated 24/03/2021 in clause 7.1.1 that all workers housing need to have mattress, bed, pillow, blanket, wardrobe.</p> <p>It also mentioned in the foreign workers employment contract in clause 10. Fittings and equipment for the accommodation:" stated every new employee is eligible to receive personal equipment provided for free by the employer as follows</p> <ul style="list-style-type: none"> <li>a. Wardrobe, bed, mattress, bedsheet, pillow and pillowcase</li> <li>b. Cooker and gas cylinder</li> <li>c. Cooking utensils</li> <li>d. Essential dry foodstuffs</li> </ul> <p>There are 13 new Indian workers recruited in September 2022. However, during site visit found out that 6 workers has not been provided with wardrobe.</p>		
<b>Corrections:</b>	<p>To conduct briefing the 6 new workers on the status of their cupboard.</p> <p>To make transfer asset from FGVAS PPPTTR to FGVAS Kerteh on cupboard.</p> <p>To hand over the cupboard for the 6 workers by end of January 2023.</p>		
<b>Root Cause Analysis:</b>	There are lack of cupboard for 6 new workers as this have been communicated to the FGVAS JTK in Oct 2022. FGVAS JTK have already requesting on the purchase of the cupboard and waiting of approval from Jabatan Kewangan FGVAS. It is because base on the procurement process, the purchase of the cupboard was centralised by the Jabatan Kewangan FGVAS and can only done by Jabatan Kewangan FGVAS with appointed vendor only.		
<b>Corrective Actions:</b>	<p>To include the checking of basic amenities inside the monthly linesite inspection.</p> <p>To include the agenda of basic amenities discussion during the annual mesyuarat kebajikan done between estate management and the workers representative</p>		

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<b>Assessment Conclusion:</b>	The corrective action plan is deemed to be sufficient to address the minor nonconformity raised. The effectiveness of the corrective action plan will be assessed during the next recertification assessment.
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<b>Opportunity for Improvements</b>	
OFI #	Description
<b>OFI 1</b>	<p><u>2297727-202301-I1</u> Clause 6.2.6</p> <p>Based on the Decent Living Wages Plan for Kerteh Complex established by Sustainability Compliance &amp; 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"> <li>a) FGV own mechanism of calculation to determine workers wage</li> <li>b) Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia</li> <li>c) FGV is committed to ensure all FGV workers getting decent living</li> </ul> <p>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, and valid MPOB license from the collection centers</p>

<b>Positive Findings</b>	
PF #	Description
<b>PF 1</b>	Good commitment and corporation from the management.
<b>PF 2</b>	Positive feedbacks from internal and external stakeholders.

**3.3.1 Status of Nonconformities Previously Identified and Observations**

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2150978-202201-M1	<b>Issued Date</b>	05/01/2022
<b>Due Date</b>	04/04/2022	<b>Closure Date</b>	31/03/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.2 (Critical)		
<b>Statement of Nonconformity:</b>	The effectiveness of the Environmental Management /Monitoring Plan was not fully demonstrated as the previously raised non-conformity were not effectively closed.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	The previous non-conformity stated as the corrective action plan to place rubbish bins. During the site visit to the location, it was found that there were no rubbish		

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	bins installed and it was notice that rubbish / household wastes were still improperly disposed at Field Peringkat 1 Blok D2. Due to reoccurrence of nonconformity, Major NC was raised.
<b>Corrections:</b>	1. Provide awareness to settlers and settlers' children about the consequences of dumping garbage everywhere and the consequences that will occur. Together with the settlers clear the littering area immediately on the next day
<b>Root Cause Analysis:</b>	No awareness is given to settlers and settlers' children about the consequences of littering everywhere.
<b>Corrective Actions:</b>	1. Hold a meeting with a representative of the settlers. 2. Hold a meeting with the management of Felda Kerteh 1,4,5, & 6. 3. Install a sign prohibiting littering. 4. Send a letter of notification to the management of Felda Kerteh 1,4,5 & 6. Send a letter to the Mosque Committee Members, requesting to publicize the issue of garbage disposal everywhere and the consequences of pollution that will occur.
<b>Assessment Conclusion:</b>	<u>Critical Non-conformity On Site Verification</u> 1. The management have mentioned on the consequences of improper dumping of garbage during the Mesyuarat Jawatankuasa Kemajuan Kampung Rancangan (JKKR) which was helod on 13/02/2022, attended by representatives from the settler and community exco members. The meeting minutes was available for verification. 2. The management of FGVPM together with the help of the community have cleared the rubbish at the mentioned location on 06/01/2022. Verification done indicated that rubbish were no more placed at the location. 3. A signboard stating "Dilarang Membuang Sampah Di Kawasan Ini" has been erected at the location previously dumped with rubbish. 4. A letter of notification has been sent to the management of Felda Kerteh 1, 4, 5 and 6 and to the Felda Kerteh 5 Mosque, requested that they broadcast the information to all on the prohibition of dumping rubbish along FGVAS Kerteh. The letter of notification dated 26/01/2022 was available for verification. The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 31/03/2022
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	Verified through site visit at FGVAS Kerteh, signage has been placed at location previously dumped with rubbish. The cleanliness od that area was monitored by staff and mandora. Based on interview, all stakeholders has been informed regarding the prohibition of throwing rubbish at that area. Refer Stakeholder Meeting 2022 minutes of meeting. Hence, the Critical Non-conformity remains closed.

Non-conformity			
<b>NCR Ref #</b>	2150978-202201-M2	<b>Issued Date</b>	05/01/2022
<b>Due Date</b>	04/04/2022	<b>Closure Date</b>	31/03/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.8.12 (Critical)		

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<b>Statement of Nonconformity:</b>	Transactions and record keeping of CPO and PK were not in accordance with the RSPO SCCS Procedure and RSPO Standard Requirements.																																												
<b>Requirement Reference:</b>	<p>For Mass Balance Module, the mill:</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul> <p>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>																																												
<b>Objective Evidence:</b>	<p>Based on the Mass Balance accounting system and Palm Trace announcement of CPO and PK sales, it was identified that the transactions and record keeping were not in accordance with the RSPO SCCS Procedure and RSPO Standard Requirements.</p> <ol style="list-style-type: none"> <li>1. The mass balance records did not tally with the palm trace announcement volume as below: <ul style="list-style-type: none"> <li>- Mass balance records: Sales of Credit: 638 mt</li> <li>- Palm Trace Announcement (Credit): 658 mt</li> </ul> </li> <li>2. The sales of PK were from negative stocks and were not balanced within 3 months. The mass balance records did not capture the negative sales in its data sheet. Records as below.</li> </ol> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Month</th> <th>Production</th> <th>Sales</th> <th>Balance</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>bf: 26.73</td> </tr> <tr> <td>Apr-21</td> <td>26.40</td> <td>86.42</td> <td>-33.29</td> </tr> <tr> <td>May-21</td> <td>17.47</td> <td>-</td> <td>-15.82</td> </tr> <tr> <td>Jun-21</td> <td>20.60</td> <td>124.56</td> <td>-119.78</td> </tr> <tr> <td>Jul-21</td> <td>20.60</td> <td>-</td> <td>-99.18</td> </tr> <tr> <td>Aug-21</td> <td>13.96</td> <td>-</td> <td>-85.22</td> </tr> <tr> <td>Sep-21</td> <td>14.17</td> <td>-</td> <td>-71.05</td> </tr> <tr> <td>Oct-21</td> <td>11.55</td> <td>-</td> <td>-59.50</td> </tr> <tr> <td>Nov-21</td> <td>16.90</td> <td>-</td> <td>-42.60</td> </tr> <tr> <td>Dec-21</td> <td>19.39</td> <td>37.31</td> <td>-60.52</td> </tr> </tbody> </table>	Month	Production	Sales	Balance				bf: 26.73	Apr-21	26.40	86.42	-33.29	May-21	17.47	-	-15.82	Jun-21	20.60	124.56	-119.78	Jul-21	20.60	-	-99.18	Aug-21	13.96	-	-85.22	Sep-21	14.17	-	-71.05	Oct-21	11.55	-	-59.50	Nov-21	16.90	-	-42.60	Dec-21	19.39	37.31	-60.52
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<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. PK sales can only be done when the stock balance 60.52mt has been replaced.</li> <li>2. The system has been updated whereby no deliveries can be made if the available stock is insufficient.</li> </ol> <p>Provide training on the new improved system towards the Weighbridge clerk.</p>																																												
<b>Root Cause Analysis:</b>	No mechanism to check on the stock prior to the certified PK delivery.																																												

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<b>Corrective Actions:</b>	New mechanism had been included in the system whereby to check on the stock prior to the certified PK delivery.																				
<b>Assessment Conclusion:</b>	<p><u>Critical Non-conformity On Site Verification</u></p> <p>1. The Laporan Tahunan Kernel ISCC/RSPO/MSPO 2022 (as of 30/03/2022) was verified.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Month</th> <th style="width: 20%;">Production</th> <th style="width: 20%;">Sales</th> <th style="width: 40%;">Balance</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>c/f (- 60.52)</td> </tr> <tr> <td>Jan 2022</td> <td>16.17</td> <td>0</td> <td>- 44.35</td> </tr> <tr> <td>Feb 2022</td> <td>12.74</td> <td>0</td> <td>- 31.61</td> </tr> <tr> <td>Mar 2022</td> <td>18.39</td> <td>0</td> <td>- 13.22</td> </tr> </tbody> </table> <p>Based on the verification it was verified that there were no sales of PK done by the mill. The mill were in progress to recover positive stock of RSPO certified PK before commencing with any sales.</p> <p>2. It was verified that the system has been updated to trigger a warning stating that the stock is insufficient if there are less stock than the requested stocks to be sold.</p> <p>3. A RSPO SCCS Training was conducted on 08/02/2022. The attendees, attended by the Asst. Manager, Weighbridge Clerk and System Assistants were briefed on identifying the stock balance before sales are done. The records of training were available for verification.</p> <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 31/03/2022</p>	Month	Production	Sales	Balance				c/f (- 60.52)	Jan 2022	16.17	0	- 44.35	Feb 2022	12.74	0	- 31.61	Mar 2022	18.39	0	- 13.22
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<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>FGVPISB Kerteh 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.</p> <p>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. Hence, the Critical Non-conformity remains closed.</p>																				

Non-conformity			
<b>NCR Ref #</b>	2150978-202201-N1	<b>Issued Date</b>	05/01/2022
<b>Due Date</b>	Next Surveillance Audit	<b>Closure Date</b>	Escalated to Critical NC
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.2 (Minor)		

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<b>Statement of Nonconformity:</b>	The procedure of schedule waste management was not effectively implemented.
<b>Requirement Reference:</b>	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.
<b>Objective Evidence:</b>	<ol style="list-style-type: none"> <li>1. During document verification at FGVPM Semaring 01 Estate, there was no evidence of SW Inventory being maintained in the estate for SW409 for the consignment disposed on 27/10/2021 (0.019kg).</li> <li>2. During document verification at FGVAS Kerteh it was found that no inventory for schedule waste was being maintained.</li> </ol> <p>This was against SOP "Pengurusan Bahan Buangan Terjadual Setiap Ladang" dated 23/01/2020 Ref. FGVPM/L2/PAS-04 section 6.5.1 "Kerani Bekalan mestilah mengemaskini rekod inventori bagi bahan buangan terjadual setiap Bulan".</p>
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. Existing staff should be given training or more detailed information on scheduled waste management.</li> </ol> <p>Prepare schedule waste management effective Jan 2022 onward.</p>
<b>Root Cause Analysis:</b>	Existing office workers lack the understanding to manage scheduled waste inventory records in detail.
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Training or briefing to staff on scheduled waste inventory records.</li> </ol> <p>Updating bin card.</p>
<b>Assessment Conclusion:</b>	The corrective action plan is deemed to be sufficient to address the minor nonconformity raised. The effectiveness of the corrective action plan will be assessed during the next annual surveillance assessment.
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<ol style="list-style-type: none"> <li>1. Training Schedule Waste has been conducted on 07/01/2022. Refer Training material, attendance, and Photos.</li> <li>2. Inventory for SW has been maintained. Refer Inventory (Bin Card) dated January 2022 to December 2022. Inventory was updated on monthly basis as per SOP "Pengurusan Bahan Buangan Terjadual Setiap Ladang" dated 23/01/2020 Ref. FGVPM/L2/PAS-04 section 6.5.1. However, it was found discrepancies of physical against data. Sample shows that availability of SW409 that generated on 07/10/2022 in the SW store however, no data recorded as per Inventory dated October 2022 until December 2022.</li> <li>3. Latest disposal was conducted on 01/07/2022. SW was sent to collection centre Ladang Penyelidikan PPTTR for FGVAS Kerteh Estate and FGV Chador for Semaring Estate.</li> </ol> <p>The CAP was not fully implemented, so that Minor NC was escalated to Major due to re-occurrence of Minor Non-conformity.</p>

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

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**3.3.2 Summary of the Nonconformities and Status**

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1680089-201804-M1	Major	2.1.1	14/09/2018	Closed out on 22/11/2018
1680089-201804-N1	Minor	5.1.2	14/09/2018	Closed out on 16/01/2020
1680089-201804-N2	Minor	4.7.5	14/09/2018	Closed out on 16/01/2020
1871877-201907-M1	Critical	3.6.1	16/01/2020	Closed out on 16/03/2020
1871877-201907-M2	Critical	6.2.1	16/01/2020	Closed out on 16/03/2020
1871877-201907-M3	Critical	7.10.1	16/01/2020	Closed out on 16/03/2020
1871877-201907-M4	Critical	7.8.2	16/01/2020	Closed out on 16/03/2020
1871877-201907-M5	Critical	2.3.1	16/01/2020	Closed out on 16/03/2020
1871877-201907-M6	Critical	3.4.3	16/01/2020	Closed out on 16/03/2020
1871877-201907-N1	Minor	2.2.2	16/01/2020	Closed out on 04/01/2021
2007530-202101-M1	Critical	3.6.2	07/01/2021	Closed out on 30/03/2021
2007530-202101-N1	Minor	3.4.2	07/01/2021	Escalated to 'Critical' due to Reoccurrence of Minor Non-Conformity on 05/01/2022
2150978-202201-M1	Critical	3.4.2	05/01/2022	Closed out on 31/03/2022
2150978-202201-M2	Critical	3.8.12	05/01/2022	Closed out on 31/03/2022
2150978-202201-N1	Minor	7.3.2	05/01/2022	Escalated to 'Critical' due to Reoccurrence of Minor Non-Conformity on 05/01/2023
2297727-202301-M1	Critical	7.3.2	12/01/2023	Close out on 04/04/2023
2297727-202301-M2	Critical	6.2.4	12/01/2023	Close out on 04/04/2023
2297727-202301-N1	Minor	2.3.2	12/01/2023	"Open"
2297727-202301-N2	Minor	5.5.2 (RSPO System)	12/01/2023	"Open"
2297727-202301-N3	Minor	3.5.1	12/01/2023	"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 SB Kerteh POM* Certification Unit's environmental and social performance, legal and any known dispute issues.



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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)
Local communities	JPKK Jonggok Batu	Face to face
Government agency	Sekolah Kebangsaan Jonggok Batu	Face to face
Government agency	Klinik Desa Jonggok Batu	Face to face
Contractor	Rohayani Enterprise	Face to face
Government agency	Klinik Kesihatan Ketengah Jaya	Face to face
Government agency	Sekolah Kerteh 01	Face to face
Neighbouring estate	Ladang Ketengah Jaya Sdn Bhd	Face to face
Government agency	Jabatan Tenaga Kerja Negeri Terengganu	Phone call

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks: Local communities (JPKK Jonggok Batu)</b></p> <p>Head of JPKK Jonggok Batu, Mr Mat Armin has been interviewed. Kampung Jonggok Batu located nearby to FGVP Semaring 01 Estate. Most of the villagers works in the estates nearby, public and government servant, fisherman, village works. Based on the on the interview, it has been confirmed that good relationships have been between both parties. They also mentioned that there are no operation/ activities in estates that give adverse effect to the local communities. Any vacancies in estate/POM will be posted at notice board and nearby coffee shops at the village area. As per interview, some villagers work in the estate and POM. There is 1 river that flowing from FGVP Semaring 01 Estate to Kampung Jonggok Batu and there is no issues of pollution effect from the estate operations.</p> <p><b>Audit Team verification and response:</b> No further action required.</p>
<b>2</b>	<p><b>Feedbacks: School (Sekolah Kebangsaan Jonggok Batu and Sekolah Kerteh 01)</b></p> <p>Sekolah Kebangsaan Jonggok Batu is located in Kampung Jonggok Batu which also nearby to FGVP Semaring 01 Estate while Sekolah Kerteh 01 located in the area of Felda Kerteh settlement area. Both representative 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 estate and POM</p>

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	<b>Audit Team verification and response:</b> No further action required.
<b>3</b>	<p><b>Feedbacks: Contractor (Rohayani Enterprise)</b></p> <p>As per interview, En Tuan Mohd Shaimi is contractors for hiring JCB for FGVP Semaring 01 Estate. He said that the company own by his wife and he operate the machineries. He said he have signed contract agreement and he also mentioned that they are aware the statement of compliance of legal requirement and prohibition of child labour, force labour and others.</p> <p>He has been asked on payment, where payment will be done within 30 days after the invoices. Payment made based on hours mentioned in the punch card. He also confirmed that there is no pending payment and payment has been made based on the payment terms,</p> <p><b>Audit Team verification and response:</b> No further action required.</p>
<b>4</b>	<p><b>Feedbacks: FFB supplier (Ladang Ketengah Jaya Sdn Bhd)</b></p> <p>Ladang Ketengah Jaya Sdn Bhd supplying FFB to FGVPI Kerteh POM. There is 100ha area which located nearby to FGVPI Kerteh POM. As per interview, it has been confirmed that FFB pricing has been displayed at the weighbridge area and clearly stated in the weighbridge tickets. There is no issues of payment where payment has been made through summary of tonnage every months</p> <p><b>Audit Team verification and response:</b> No further action required.</p>
<b>5</b>	<p><b>Feedbacks: Government agency (Klinik Desa Jonggok Batu and Klinik Kesehatan Ketengah Jaya)</b></p> <p>Klinik Desa Jonggok Batu is located in Kampung Jonggok Batu and provide services to people surrounding. Klinik Desa Jonggok Batu only provide light treatment, medical check-up for pregnant womens and babies . For further treatment, any cases need to be referred to Klinik Kesehatan Paka or Hospital Dungun. There is no cases of accident has been reported to Klinik Desa Jonggok Batu for year 2022 and 2023.</p> <p>For Klinik Kesehatan Ketengah Jaya, located in the Ketengah Jaya Town with total 78 staff that has provide emergency respond treatment, light treatment and others. There is also 1 ambulance for Klinik Kesehatan Ketengah Jaya for any emergency cases. There is no cases of accident has been reported to Klinik Kesehatan Ketengah Jaya from FGVPI Kerteh POM and FGVAS Semaring 01 estate for year 2022 and 2023. Representative also promoted on COVID-19 booster vaccination at Klinik Kesehatan Ketengah Jaya and free medical check up.</p> <p><b>Audit Team verification and response:</b> No further action required.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Felda	Since 1971	As per Lease Agreement	Yes	No	Yes – Refer Indicator 4.4.1



Previous land owner / user comment	
<b>N/A</b>	<b>Feedbacks:</b>
	<b>Audit Team verification and response:</b>

**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 FGVPIB Kerteh POM has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPIB Kerteh POM is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name: Muhamad Naquiddin Mazeli</b>	<b>Name:</b> Muhamad Shafiq Ariffin Bin Muhd Ariff
<b>Company Name: BSI Services Malaysia Sdn Bhd</b>	<b>Company Name:</b> FGV Holdings Berhad
<b>Title: Lead Auditor</b>	<b>Title:</b> Sustainability Manager
<b>Signature:</b> 	<b>Signature:</b> <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> 
<b>Date: 02/05/2023</b>	<b>Date:</b> 09/05/2023

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> 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><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established internal 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.</p> <p>List of documents that publicly available has been specified in the memo dated 03/01/2022 with total 20 document that has been publicly available. There is evidence that all document listed are as per specified in RSPO P&amp;C.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Kerteh Certification Unit upon request. Policies &amp; guidelines were available in the company's website: <a href="https://www.fgvholdings.com/sustainability/policies-guidelines/">https://www.fgvholdings.com/sustainability/policies-guidelines/</a>.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>There is no information request has been verified as per interview and document review. Sighted records for only assistance request.</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied

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		For FGVP Semaring 01 Estate, communication of the procedure has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.  - Minor compliance -	List of stakeholders has been divided into 2 categories which are internal and external stakeholders. For internal stakeholder, 7 stakeholders have been included such as committee nurse, contractors, kindergarten teacher, auxiliary police and KAFA teacher. While for external, stakeholders listed is local committee, FELDA settlers, government agency such as police station, school. Detail included such as person in charge, address, and phone number.	Complied
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.  - Minor compliance -	FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment regarding sustainability matter.  Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.  Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via <a href="http://www.fgvholdings.com/sustainability/">www.fgvholdings.com/sustainability/</a> .	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.  - Minor compliance -	Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC) FGV Holdings Berhad; Doc. Version: 001.05.2020; Doc. Owner: FGV Group Procurement.	Complied

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		<p>Other than that, internal audit is one of the mechanisms to monitor compliance and the implementation of the policy.</p> <ul style="list-style-type: none"> <li>a) FGVAS Kerteh Estate: 20-21/12/2022</li> <li>b) FGVPM Semaring 01 Estate: 29-30/12/2022</li> <li>c) FVPI Kerteh POM: 20-22/12/2022</li> </ul> <p>Besides, whistleblowing channel and e-form was available in <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a> for the stakeholders to report a grievance or any incompliance for the policy</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>Other than that, FGV Holdings Berhad, Group Internal audit (GIA) in headquarters was 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>	
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<b>(C)</b> The Unit of Certification complies with legal requirements	FGVPISB Kerteh POM and its Supply Bases continued to comply with all applicable legal requirements. Compliance to each applicable law	Complied

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	<p>- Critical (Major) compliance -</p>	<p>and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law. Among others, the licenses/permit verified were:</p> <p><u>FGVAS Kerteh Estate</u></p> <ol style="list-style-type: none"> <li>1. MPOB License; License Number: 502671002000; License Validity Period: 01/04/2022 – 31/03/2023; Estate Area: 111.95 Ha.</li> </ol> <p><u>FGVPM Semaring 01</u></p> <ol style="list-style-type: none"> <li>1. Calibration record for weighbridge by De Metrology Sdn Bhd dated 5/1/2023 for Siri No 164950038 type of: ZM 305 for 60,000kg.</li> <li>2. TG PMT 5958 for Horizontal Air Receiver Tank, this certificate (PMT-TG/22 30183) was valid until 12/07/2023.</li> <li>3. Permit Barang Kawalan Berjadual; Serial Number: PK T001310); Reference Number: B.PGK/DGN/01/014(190); Description: Petrol (100 Litres); License Validity Period:27/03/2022 – 26/03/2023.</li> <li>4. MPOB License; License Number: 560381002000; License Validity Period: 01/05/2022 – 30/04/2023.</li> </ol> <p><u>FGVPISB Kerteh POM</u></p> <ol style="list-style-type: none"> <li>1. MPOB License; License Number: 618398003000; License Validiy Period: 01/07/2022 – 30/06/2023 under FGV trading</li> <li>2. MPOB License; License Number: 500178404000; License Validiy Period: 01/04/2022 – 31/03/2023 under FGV industries.</li> <li>3. Permit for more hour work from JTK under Seksyen 60A(4)(a) Akta Kerja 1955 for 130 hour as per letter BHG.PU/9/134 Jld 37 (6) dated 11/03/2021.</li> </ol>	
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		<p>4. Weighbridge Calibration conducted by De Metrology Sdn Bhd as per certificate DE18005402 dated 08/12/2021. The machine was Mettler Toledo 80,000kg IND 310 no series 0021516-6BK.</p> <p>5. Energy commission license for private electrical installation, serial no. 55958, license no. 2022/02132 for 4000 kW installation capacity, validity period (14/07/22 – 13/07/2023).</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legal and Other Requirements (FPI/L2/QOSHE 2.0, 01/11/2016).</p> <p>The applicable legal requirements for the mill and estate were registered in “Daftar Perundangan dan Lain-lain Keperluan” (Register of Legal and Other Requirements) (FPI/L4/QOSHE-2.1 Pind 0).</p> <p>The register has info about Legal and Other Requirements, Reference Number, Name of Act, Act Number, Legal Registration Number, Date of Update and Date of ECMS entry.</p> <p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office. Sighted the latest review to include new updates for Min Wages 2022.</p> <p>On the site verification, interviews with office personnel and records indicate that the system is appropriate to the operation. Tracking system on any changes in the law had been well implemented.</p>	Complied
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>Fencing parameters established around the mill building complex to separate the management boundary of Kerteh 02 Estate and the mill. The housing and other recreational facilities are located within the same vicinity for ease of employees’ management.</p>	Complied



		<p>Legal boundaries were clearly demarcated at field and maintained. Most of the area was fencing and separated with drain. Sample of boundaries checked as below:</p> <p>FGVAS Kerteh</p> <p>Sighted boundary peg at Peringkat 1 P15, Neighbouring to Felda Settler Kerteh 5. Verified that there is no planting beyond these legal or authorised boundaries.</p> <p>FGVPM Semaring 01 Estate</p> <p>Sighted boundary peg at PM12 D Block 5, Neighbouring to Kampung Kuala Jengai. Verified that there is no planting beyond these legal or authorised boundaries.</p> <p>Sighted boundary peg at PM11C Block 2, Neighbouring to Kampung Jongok Batu. Verified that there is no planting beyond these legal or authorised boundaries.</p>	
<p><b>Criterion 2.2:</b> 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 for FGVPM Semaring 01 Estate and FGVAS Kerteh maintained in the list of stakeholders that documented in the document title "Senarai status stakeholder dalaman dan luaran". For FGVAS Kerteh Estate, there is 1 contracted party for FFB transport from estate to POM which is Raja Ismail bin Raja Daud. While for FGVPM Semaring 01 Estate, there are 2 contractors which are Mohd Zuraidi Sulaiman as FFB transport and Rohayani Enterprise as hiring machineries contractors.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p>	<p>All contractors are required to sign supplier code of conduct which is clearly stated in the supplier code of conduct, FGV Holdings Berhad, their requirement to comply with legal requirements and disallowing child, forced and trafficked labour.</p>	Complied

	<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>Social liaison PIC was appointed for each operating units to ensure the list of stakeholders are updated and complying with legal requirement. Training for PIC was provided by JTK Wilayah during the 6<sup>th</sup> monthly meeting. Latest meeting conduct in August 2022.</p> <p>Due diligence for each contractors has been done by operating units each month 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>	
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>Due diligence for each contractors has been done by operating units each month 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. All contractors are required to sign supplier code of conducted which clear 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>	Complied
<p><b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>Information on geo-location of FFB origins</li> <li>Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>One or more supporting documents for claims</li> <li>Valid MPOB license</li> </ul> <p>- Critical (Major) compliance -</p>	<p>The mill has 2 estates supplying FFB within the certification scope and 21 supply base supplying FFB from outside the certification scope (15 estates and 6 dealers). The mill has compiled the evidences for all its suppliers on the 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 and valid MPOB license. Sampled the documents as below:  Smallholder</p>	Complied

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		<p>Chin Shian Mei; MPOB license 520460001000; Validity from 01/05/2019 until 30/04/2024; Land title Lot 397. Coordinate 4.70465E 103.33550N</p> <p>Hoo Hee Ming; MPOB License 410018101000; Validity from 01/09/2022 until 31/08/2027; Land title Lot 6503. Coordinate 4.73986E 103.27350</p> <p>Dealer</p> <p>Kim Ma Oil Palm(Transport) Sdn Bhd; MPOB license 506460315000; Validity from 01/04/2022 until 31/03/2023</p> <p>Tai Chi Enterprise Sdn Bhd; license 505536115000; Validity from 01/07/2022 until 30/06/2023</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>There are 7 collection centers registered in the mill’s list of FFB suppliers however from sampling collection centers that supply FFB to FGV Kerteh POM (Kim Ma Oil Palm and Tai Ichi Enterprise Sdn Bhd) insufficient data (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, and valid MPOB license from the collection centers) have been maintained by the collection centre for some of their supplier. Thus Minor NC was raised.</p>	Non-compliance
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			
<b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p><b>(C)</b> 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>FGV Kerteh POM and supply base have established and implemented its commitment to a long term sustainability and financial viability through an operating expenditure /capital expenditure planning. The mill has a budget for financial year Jan - Dec comprises of the following components;</p>	Complied

		<ul style="list-style-type: none"> <li>a. Crop processed with anticipated extraction ratios including a 5-year forecast.</li> <li>b. Cost components include the following             <ul style="list-style-type: none"> <li>i. General charges statement                 <ul style="list-style-type: none"> <li>- General charges</li> <li>- Cost of supervision/Cost of labour</li> <li>- Cost of other</li> <li>- Cost of RSPO/MSPO &amp; Other Management system</li> </ul> </li> <li>ii. Capital expenditure statement                 <ul style="list-style-type: none"> <li>- Building, utilities, welfare</li> <li>- Plant &amp; machinery</li> <li>- Office equipment</li> <li>- Furniture &amp; fittings</li> <li>- Electrical installation</li> </ul> </li> <li>iii. Plant /Mill inclusive of processing /dispatch cost</li> </ul> <p>The five years planning horizon 2022-2026 is available. Similarly, the 1 estates possessed a similar budget format. Inclusive is a 5-year budget/forecast financial plan 2022-2026 allocating categories among others;</p> <ul style="list-style-type: none"> <li>a. Crop yielding area</li> <li>b. Mature cost</li> <li>c. General charges/upkeep/collection/depreciation</li> </ul> </li></ul>	
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		<p>d. Cost/ha &amp; cost /mt FFB</p> <p>e. CAPEX</p>																			
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>There are budget for replanting programme for Kerteh POM supply base for 5 years as per below;-</p> <table border="1"> <thead> <tr> <th>Year/Estate</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>FGVPM Kerteh Estate</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Semaring 01 Estate</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year/Estate	2023	2024	2025	2026	2027	FGVPM Kerteh Estate	0	0	0	0	0	FGVPM Semaring 01 Estate	0	0	0	0	0	Complied
Year/Estate	2023	2024	2025	2026	2027																
FGVPM Kerteh Estate	0	0	0	0	0																
FGVPM Semaring 01 Estate	0	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>There were meetings to discuss on issues related to sustainability status and compliance held by the estate and the mill. The minutes of meeting was established for all relevant meeting. Among others the agenda discussed were:</p> <ol style="list-style-type: none"> <li>1. Internal audit findings</li> <li>2. Stakeholder’s feedback,</li> <li>3. Produce Quality</li> <li>4. complaint and grievance</li> <li>5. Status of preventive and corrective actions</li> <li>6. Changes that could affect the management system</li> <li>7. Recommendation for improvement</li> </ol> <p>The record was available at each sampling estate as per below record:-            FGVAS Kerteh Estate:- 20-21/12/2022 internal audit and MRM was on 26/12/2022.</p>	Complied																		

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		<p>FGVPM Semaring 01 Estate:- 28-29/12/2022 internal audit and MRM was planned conducted on 18/01/2023.</p> <p>FGVPISB Kerteh POM:- Audit on 20-22/12/2022 (15 NCR raised) and Management review was on 30/12/2022.</p>	
<p><b>Criterion 3.2:</b> 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>			
<p>3.2.1</p>	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The estates and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised. Among the plans highlighted were as below: FGVVISB Kerteh POM</p> <ol style="list-style-type: none"> <li>1. Removal of species Water Liy in effluent algae pond in Mac 2023 - RM 230K to improve effluent flow and compliance to the DOE standards.</li> <li>2. Scheduled effluent pond desludging in phases at pond no 1,2 &amp; 3 at RM 80.5K ranging Feb to May 2023.</li> <li>3. Daily monitoring of the effluent quality to meet legal compliance</li> <li>4. ESP (VORSEP) installation in Sept 2021 RM2.8M for improved dust particulate emission.</li> <li>5. Incinerator - Replacement of cone /chimney RM150K - Feb 2023</li> <li>6. E waste awareness campaign – DOE</li> </ol> <p><u>FGVPM Semaring Estate</u></p>	<p>Complied</p>

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		<ol style="list-style-type: none"> <li>1. Relocation of workers' hostel - RM2M – 2024</li> <li>2. Children Playground - RM50K – 2023</li> <li>3. New community Hall - 2023 - RM1M</li> <li>4. Mechanized FFB collection 3-Wheeler Trailer</li> </ol>	
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><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of FGVPIB Kerteh Certification Unit's metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied
<b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The mill processing system is documented in the following documents among others;</p> <ol style="list-style-type: none"> <li>a. The Mill Lestari Processing Manual</li> <li>b. Mill Standard Operating Procedure,</li> <li>c. The Mill Quality Management Manual</li> </ol> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from;</p>	Complied

		<ul style="list-style-type: none"> <li>a. the reception, sterilization, threshing, pressing,</li> <li>b. clarification, depericarping (nut polishing) station,</li> <li>c. effluent, laboratory, workshop, dispatches etc.</li> </ul> <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>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"> <li>a. Manual Ladang Sawit LESTARI on reviewed 01/09/2017 Sawit pra matang edisi III seksyen 3</li> <li>b. Manual Ladang Sawit LESTARI reviewed on 01/09/2017 Sawit matang edisi III seksyen 4</li> <li>c. Manual Ladang Sawit LESTARI 01/09/2017 Pembajaan sawit edisi III seksyen 5</li> <li>d. Prosedur Kerja Selamat</li> <li>e. Manual Kelestarian (Sustainability)</li> </ul> <p>Amendments are made should there be requirement to suit the local issues/situation.</p> <p>As per Garis Panduan Keselamatan &amp; Kesihatan Pekerjaan (GPK) Pengangkutan Pekerja (GPK: FGVPM/L3/GPK-016) version 2.0 dated 04/03/2022 stated the workers must using transportation trailer for going and back from working area.</p>	
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<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place.          - Minor Compliance -</p>	<p>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. The mechanism as described below as per below sampling:-</p> <p>Agronomist report for Kerteh estate dated 08/12/2022 by FGV Agri Services Sdn Bhd (05)FGV/KNA/ADV-REPORT/2021/FGVAS) recommended for 12 Barn Owl box with ratio 1box: 8Ha, verification showed that 42% BOB have been occupancy. Verified through census recorded.</p> <p>Agronomist report for Semaring 01 estate dated 31/03/2022 by FGV Agri Services Sdn Bhd (74)FGV/KNA/ADV-REPORT/2022/FGVPM) recommended heat induced MG deficiency symptom was found due to Bris soil (sand base) to much leaching and fertiliser base mg (kieserite) during raining season. Recommended to add up the organic material at sand area such as EFB with 20t/ha need to be apply.</p>	<p>Complied</p>
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available.          - Minor Compliance -</p>	<p>Both the estates and mill audited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates/mill compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with Regional Controller or Zone Head. The following reports were reviewed and verified.</p>	<p>Complied</p>

<b>Criterion 3.4:</b> 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	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting and new operations for each operating unit.</p> <p>Social impact assessment for FGVPI Kerteh POM has been conducted on 22nd May 2018 by Abdul Rahman Awang, Plantation and sustainability department (PSD). There are 2 negative impact has been identified as per below</p> <ul style="list-style-type: none"> <li>a. Late payment for contractor</li> <li>b. Complaint received from canteen has not been recorded in the grievances and respond book.</li> </ul> <p>Sighted new social impact assessment (SIA) conducted for FGVPI Kerteh POM and supply bases conducted from 23-26/08/2022 by Mr Azwan Muhammad, Sustainability compliance and certification department, group sustainability, FGV Holdings Berhad. The assessment has been conducted based on guidance "Garis Panduan Kajian Penilaian Impak Sosial terkini (SIA) document number FGV/GSD-SCCD/GL/02 effective date 08/03/2021. Consultation has been conducted to internal and external stakeholder and Perkampungan Longok Batu. Other than that, data collection is based on documentation and site visit.</p> <p>Several negative issues has been identified as per below            FGVPM Semaring 01 Estate</p>
		Complied

		<ol style="list-style-type: none"> <li>1. Issues on permit and passport renewal which the worker that has submitted passport for permit renewal has not been updated on the renewal process even the permit already expired.</li> <li>2. There is no action on workers complaint on roof damages at hostel A&amp;B</li> <li>3. Inconsistent frequency of workers representative meeting that cause the workers did not aware mechanism to any issues highlighted</li> <li>4. Gender committee under Persatuan KKD highlighted that the estate management has provide one house as activity centre for gender committee. However, she highlighted that her concern that the activity house will be taken back by the management.</li> </ol>	
<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>Sighted Environment Management Plan has been established for the year of 2022 dated 05/01/2022 with document number FPI/QOHSE-3.1 Pindaan 0. Among topic discussed were:</p> <ol style="list-style-type: none"> <li>1. Continuous monitoring water quality at identified points of river for detection of quality/pollution</li> <li>2. Analysis made at certified laboratory</li> <li>3. Adherence to the legislative requirement on boiler emission</li> <li>4. Prohibition of open burning</li> <li>5. Fibre and shell are used as fuel in the boiler furnace</li> <li>6. Monitoring of CEMS system</li> <li>7. Scheduled wastes are managed in accordance with the regulatory requirements.</li> <li>8. Advisory/guidance from Health Ministry</li> </ol>	<p>Complied</p>

		<p>The aspect and impact analysis for estate operations are documented on Jan 2022 and revised annually. In the comprehensive report, the study of aspect and impact action plan to:</p> <ul style="list-style-type: none"> <li>a) Plan to avoid negative impact and to promote positive impacts.</li> <li>b) Reduction disposal of waste taking into consideration of social responsibilities.</li> <li>c) Plan to reduce pollution and release of GHG</li> <li>d) Development and implementations.</li> </ul> <p>Management plan has been established as per recommendation by the assessor and has been document in the document title "Pelan Mitigasi Syor Penambahbaikkan Impan Social (Negatif) di FGVPM Ladang Sawit Komplek Kerteh FGVP M Ladang Sawit Semarang 01, FGVS Ladang Sawit Kerteh.</p> <p>Management plan has been taken for sample issues as per below FGVPM Semarang 01 Estate</p> <ol style="list-style-type: none"> <li>1. Issues: There is no action on workers complaint on roof damages at hostel A&amp;B</li> </ol> <p>Management plan:</p> <ol style="list-style-type: none"> <li>i. The estate management will conduct census to identify requirement for affected hostel and estimation of cost.</li> </ol>	
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		<ul style="list-style-type: none"> <li>ii. To established management plan for roof repairing if the cost is too high.</li> <li>iii. Budget request and to prepare repair work contract</li> <li>iv. To inform all the workers short term and long-term plan on resolving roof repair issues.</li> </ul> <p>2. Inconsistent frequency of workers representative meeting that cause the workers did not aware mechanism to any issues highlighted</p> <p>Management plan:</p> <ul style="list-style-type: none"> <li>i. All information such name, picture and telephone number of workers representative will be displayed for public</li> <li>ii. minutes meeting for workers representative meeting will be published and displayed</li> <li>iii. Annual workers representative meeting program will be publicly displayed.</li> </ul> <p>3. Gender committee under Persatuan KKD highlighted that the estate management has provide one house as activity centre for gender committee. However, she highlighted that her concern that the activity house will be taken back by the management.</p> <p>Management plan:</p> <ul style="list-style-type: none"> <li>i. The management will prepare mutual understanding agreement to announce activity house for gender committee will be maintained</li> </ul>	
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		<p>ii. To improve and repair activity house condition for gender committee</p> <p>iii. To set up signboard "Rumah Persatuan Wanita"</p> <p>While for FGVPI Kerteh POM, management plan has yet to be established since the report of assessment received on 04/01/2023 base on social assessor, Mr Azwan bin Muhammad.</p>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social/Environmental Action Plan 2022 available for each unit were available having information i.e. issues, management plan, PIC and time frame. The input are gathered from the meeting minutes among others;</p> <ul style="list-style-type: none"> <li>• Environment meeting</li> <li>• Gender Committee, union</li> <li>• Safety Meeting,</li> <li>• Complaint &amp; Request from internal &amp; external stakeholders</li> <li>• Management meeting at estates/mill and regional level.</li> <li>• Dialogue during the morning muster.</li> <li>• Interview approach with employees</li> </ul>	Complied
<b>Criterion 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV has developed Garis Panduan Pengambilan &amp; Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd. The procedure has 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 Sosialisasi &amp; Temuduga' with Doc. No.:</p>	Non-compliance

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		<p>FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure. This procedure have been given briefing during orientation verified as per record and available at office. Recruitment procedure has been classified as publicly available and can be requested through communication procedure upon request, it is also has been posted at the notice board and has been verified during audit.</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> <p>As per stated in the procedure title "kemudahan Asas pekerja unit operasi" document number FGV/JTK/MAN/001-40 dated 24/03/2021 in clause 7.1.1 that all workers housing need to have mattress, bed, pillow, blanket, wardrobe.</p> <p>It also mentioned in the foreign workers employment contract in clause 10. Fittings and equipment for the accommodation:" stated every new employee is eligible to receive personal equipment provided for free by the employer as follows</p> <ul style="list-style-type: none"> <li>a. Wardrobe, bed, mattress, bedsheet, pillow and pillowcase</li> <li>b. Cooker and gas cylinder</li> <li>c. Cooking utensils</li> <li>d. Essential dry foodstuffs</li> </ul> <p>There are 13 new Indian workers recruited in September 2022.</p>	
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		However, during site visit found out that 6 workers has not been provided with wardrobe.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	<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 5 foreign workers that has been recruited in September 2022 confirmed that that the recruitment procedure has been implemented. As per personal file for each workers, sighted interview records, medical check up records, orientation records for each workers that has been sampled.</p> <p>As for local workers the personal file for each sample worker and interview, there is confirm medical check up record, the orientation was available. There also verified with the 3 local workers have been recruited previous year confirmed that the recruitment procedure has been implemented.</p>	Complied
<b>Criterion 3.6:</b> An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<b>(C)</b> All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -	<p>FGVPISB Kerteh POM and Supply Base estates have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC is guided by the document Guidelines for Hazard Identification, Risk Assessment and Risk Control (HIRARC), Department of Occupational Safety and Health, 2008. The assessment covers all main operations and support operations.</p> <p><u>FGVAS Kerteh Estate</u></p>	Complied



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		<ol style="list-style-type: none"> <li>1. HIRADC was available to assess risks and hazards associated to operations in the estate. Sighted the HIRADC for harvesting and FFB Collection, Workers Transport, Manuring, Weeding and Chemical Handling, all updated on 03/09/2022</li> <li>2. CHRA was conducted in the estate on 19 - 22/07/2021 by Active ESH Sdn Bhd (HQ/14/ASS/00345). The CHRA report (Report: CHRA/0721/009/FGV-GNR) was available for verification.</li> <li>3. Noise Risk Identification was conducted in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 11/11/2022 Ref: NRA/1122/029/FGVKERTEH. This assessment conducted by Active ESH Sdn Bhd.</li> </ol> <p><u>FGVPM Semaring 01 Estate</u></p> <ol style="list-style-type: none"> <li>1. CHRA conducted by Ihsan Sharif Resources dated 20/10/2021 as per report HQ/08/ASS/00/85-2021-0006. From the CHRA report, the sprayer needs to be send for medical surveillance.</li> <li>2. The baseline of Noise Risk Assessment was conducted on 09/03/2021 by Yellow Tulips Resources (YTR). From the assessment the grass cutter and mist blower NEL was high more than 85 dB.</li> </ol> <p><u>FGVPISB Kerteh POM`</u></p> <p>The Initial Noise Risk Assessment (JKKP no: PHK 1087) dated 14/05/2020 conducted by MZ Enviro Testing &amp; Consulting. The report no MZ/NRA/KRT3/0520. As per assessment the operator</p>	
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		<p>at boiler house, oil room, steriliser, press and kernel need to go audiometric testing.</p> <p>CHRA have been conducted by Yellow Tulips Resources dated 26/09/2022 and still pending the report at consultant. The previously CHRA was on 24/07/2020 by Ihsan Sharif Resources as per report GHQ/08/ASS/00/85-2020-0003.</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the Health and Safety Plans are monitored and ensured through checklists, site inspections and trainings that were conducted by FGVPI SB Kerteh POM and its supply base estates in each of the operations. Site visits around the mill and estates indicated the control measures as per HIRARC were followed and ensured by the respective management units. Policy on safety and health available dated 05/11/2021 signed by GCEO (Group Chief Executive Officer).</p> <p><u>FGVAS Kerteh Estate</u></p> <p>As per latest report of NRA, no need for audiometric test for FGVAS Kerteh estate.</p> <p>Health Surveillance Report prepared by Klinik Syed Badaruddin (Terengganu) Sdn Bhd, the total workers involve was 2 person and the result showed all fit to work with chemical. This report conducted on 17/10/2022 was followed as per CHRA/0721/009/FGV-GNR.</p> <p><u>FGVPM Semaring 01 Estate</u></p> <p>In Semaring 01 Estate, the audiometric test conducted on 05/01/2023 at Klinik Syed Badaruddin (Terengganu) Sdn Bhd</p>	Complied

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		<p>previously was on 1/1/2022 at Klinik Alamanda. From the result of the report showed that the worker was normal hearing.</p> <p>Medical surveillance conducted on 17/10/2022 and 03/11/2022 at Klinik Syed Badaruddin (Terengganu) Sdn Bhd with total 28 workers. From the result showed all workers was fit to work with chemical.</p> <p><u>FGVPISB Kerteh POM</u></p> <p>The annual audiometry report was on 03/06/2022 conducted by IFZ OSHMED Supplies Sdn Bhd. From the result there are 18 for standard Threshold Shift (STS) 11 with normal hearing and 23 hearing loss.</p> <p>The retest for STS already conducted on 23/09/2022 at IFZ OSHMED Supplies Sdn Bhd as per report (JKKP/2022/11-02/00153) and result 12 with Permanent Standard Threshold Shift and 1 hearing impairment.</p> <p>From the both report there are 18 JKKP 7 dated 01/10/2022. The record was available at site for verification.</p> <p>Medical surveillance for FGVPISB Kerteh POM conducted on 21/11/2022. This surveillance conducted by MZ Enviro Testing &amp; Consulting with total 19 workers involves during this annual exercise involving exposures to chemical listed in USECHH 2000 scheduled 6 namely n-Hexane. The result still pending with the consultant. Previously conducted on 10/12/2022 for 5 workers and all fit to work with chemical.</p>	
<p><b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			

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3.7.1	<p><b>(C)</b> 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&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>A training programme has been developed and available in the Training Requirement for Operating Units (Mills &amp; Estate). The trainings were sighted to have included Gender Specific Training and involves staffs and workers.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows:</p> <p>FGVPISB Kerteh POM</p> <p>Chemical handling training and scheduled waste management conducted by safety and health officer dated 08/12/2022</p> <p>Policy training conducted by management to stakeholder dated 10/11/2022</p> <p>Firefighting and fire drill conducted by Bomba dated 27/06/2022</p> <p>No open burning training conducted by management dated 20/01/2022</p> <p>Sexual harassment awareness training dated 24/11/2022</p> <p>Complaint and grievance training dated 31/03/2022</p> <p>HCV and RTE management training dated 26/05/2022</p> <p>FGVAS Kerteh Estate</p> <p>Policy Training on safety, health and environmental dated 25/09/2022</p> <p>Emergency shower and eyewash training dated 22/08/2022</p> <p>Harvesting and safety training dated 07/09/2022</p>	Complied

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		<p>Passport for new worker payment awareness dated 10/10/2022</p> <p>Rat Bait and chemical handling training dated 11/09/2022</p> <p>PPE application and usage training dated 07/09/2022</p> <p>Accident investigation and reporting training dated 07/08/2022</p>	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has conducted a RSPO SCCS Training for all relevant personals (Mill Manager, Asst Mill Manager, Weighbridge Clerk, Supervisor, Lab Analyst, FFB Grader and Auxiliary Police) on Jan 2023.</p>	Complied
<p><b>Criterion 3.8:</b> Supply chain requirement for mills</p> <p>(note: All supply chain requirements are considered as <b>Critical (C)</b>. 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&amp;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>FGVPISB Kerteh POM receives, and processes certified and uncertified FFB from its own supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>	Complied
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only</p>	<p>FGVPISB Kerteh POM has receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FGVP M Kerteh and Semaring 01 Estates are claimed for processing MB-Certified CPO and PK in the mill.</p>	Complied

	the volume of oil palm products produced from processing of the certified FFB as MB.		
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. (Table 10)	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Logistic Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: <ul style="list-style-type: none"> <li>- Member ID: RSPO_PO1000001907</li> <li>- Member category: Oil Mill</li> <li>- RSPO Membership No.: 1-0225-16-000-00</li> <li>- License Status: Expires on 10/02/2023</li> </ul>	Complied
3.8.5	Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.	Documented procedures available as following: FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGV PISB Kerteh POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill.	Complied

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	<ul style="list-style-type: none"> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</li> </ul>	<p>Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others.</p> <p>Referring letter Bil: (55) 4027/KT/810/1-1 Pt 9 dated 20/07/2022 to Nor Fatin Nabilah binti Mukhtar Hadi, addressed under management functions and job description of the traceability procedure. It is stated that the overall responsibility is assigned to the Mill Manager. The responsible is to implement and monitor the FGVPI Kerteh POM Supply Chain programme. Based on interview with the person in-charged, she was able to demonstrate awareness of the organization’s procedures for the implementation of this standard.</p> <p>The procedures for receiving and processing certified and noncertified FFBS are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021).</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:               <ul style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> <li>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</li> </ul>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 13/12/2022 and which have raised 1 Critical Non-Conformities.</p> <p>Management review meeting was conducted on 30/12/2022 which was chaired by the Mill Manager. The outcome of the RSPO SCCS</p>	Complied

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	to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.	Internal Audit was discussed during the Management Review Meeting.	
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>FGVPISB Kerteh POM receives RSPO Certified FFB from its own Supply Base Estates.</p> <p>Nota Hantaran BTS will be submitted to the mill during incoming of FFB from the state. Information of the Nota Hantaran BTS is then recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the sampled Nota Hantaran BTS and Weighbridge Ticket as below:</p> <p>a. Estate: FGVAS Kerteh</p> <p>b. DO Number: 00185</p> <p>c. Product: FFB</p> <p>d. Date of Delivery: 05/10/2022</p> <p>e. Vehicle Number: CCH 2445</p> <p>f. FFB Weight: 2.43 mt</p> <p>FGV Holdings Berhad have established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) where mechanism for handling of non-conformance material &amp; document was outlined in the procedure. Downgrading of products will be done if any non-conformance has been identified along the process.</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 document or across</p>	<p>Kerteh POM has ensured the required information is available in document form. There is no CSPO sold for year 2022. Sampled Sales Documents as below:</p>	Complied



	<p>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"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p><u>CSPK</u>  Name of buyer: FGV Kernel Semambu  Address; Kuantan, Pahang  Delivery date: 17/12/2022  Date of document issue: 17/12/2022  RSPO Cert: RSPO 693209  Description of product: CSPK  Quantity of product: 42.25 mt  Any related/contract: RSPG0927F  Weighbridge Ticket: L00000255</p>	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> <li>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</li> <li>ii) The mill shall ensure the following: <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with</li> </ul> </li> </ul>	<p>There are transportation have been outsources for FGV Kerteh, 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,</p>	Complied

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	<p>the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-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 Kerteh 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>FGVPISB Kerteh 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</p>	Complied

	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>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>																					
<p>3.8.13</p>	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>As per OER and KER of mill productions for the year 2020 - 2022 the figure was as following:</p> <table border="1" data-bbox="1167 975 1899 1362"> <thead> <tr> <th>Description</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>FFB Processed (Mt)</td> <td>243,680</td> <td>194,870</td> <td>207,810</td> </tr> <tr> <td>OER (%)</td> <td>20.45</td> <td>20.30</td> <td>20.28</td> </tr> <tr> <td>CPO Produced (Mt)</td> <td>49,826.96</td> <td>39,553.53</td> <td>42,139.12</td> </tr> <tr> <td>KER (%)</td> <td>5.21</td> <td>5.09</td> <td>5.15</td> </tr> </tbody> </table>	Description	2020	2021	2022	FFB Processed (Mt)	243,680	194,870	207,810	OER (%)	20.45	20.30	20.28	CPO Produced (Mt)	49,826.96	39,553.53	42,139.12	KER (%)	5.21	5.09	5.15	<p>Complied</p>
Description	2020	2021	2022																				
FFB Processed (Mt)	243,680	194,870	207,810																				
OER (%)	20.45	20.30	20.28																				
CPO Produced (Mt)	49,826.96	39,553.53	42,139.12																				
KER (%)	5.21	5.09	5.15																				

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		PK Produced (Mt)	12,704.08	9,925.42	10,711.50	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	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.			Complied	
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	FGVPISB Kerteh POM implemented the Mass Balance Module for its Supply Chain Certification, where there are 90.86% the FFB was from FELDA.			Complied	
3.8.16	Registration of Transactions 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. 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.	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-a5a9f49d-8bb5 billing date: 30/03/2022 Shipping Date: 28/04/2022 TR-c0f12028-670a billing date: 20/1/2022 Shipping date: 14/03/2022			Complied	

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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
<b>General corporate communications</b>			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>No off-product claim made by Kerteh POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>No off-product claim made by Kerteh POM as to date.</p>	Complied
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	<p>No off-product claim made by Kerteh POM as to date.</p>	Complied
4.4	<p>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.</p>	<p>FGV ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil</p>	Complied

		palm products in the member’s own products. As to date no off-product claim made by Kerteh POM.	
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No RSPO corporate logo used as evidence during the document audit and site visit.	Complied
<b>Business to business communications</b>			
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 shipping documents (i.e. weighbridge tickets, delivery order), the name of product/commodity with SCC model (e.g. PK MB) and RSPO certificate number; RSPO 693213.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:  a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.	Kerteh POM is not under distributor or wholesaler category. Thus, this requirement is not applicable	Not Applicable

	b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
<b>Business to consumer communication</b>			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.	Not Applicable

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6.8	<p>RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on <a href="http://www.rspo.org">www.rspo.org</a>.</p>	<p>Not applicable as no business to consumer communication on product specific claim made Kerteh POM and only producing crude and unfinished product.</p>	<p>Not Applicable</p>
<p><b>MODULE B – MASS BALANCE SPECIFIC RULES</b></p>			
<p><b>Minimum Mass Balance content</b></p>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. No changes from previous audit</p>	<p>Complied</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>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.</p>	<p>Complied</p>
<p><b>Labelling and trademark (MB)</b></p>			



	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>• The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</li> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>• 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).</li> <li>• 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 &amp; Claims document.</li> </ul>	<p>No label been used for the mill products. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>
<p><b>Messaging (MB)</b></p>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>• [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.</li> </ul>	<p>No evidence of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> <li>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.</li> </ul> <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> <ul style="list-style-type: none"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>		
<p><b>Principle 4: Respect community and human rights and deliver benefits</b></p>			
<p><b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p><b>(C)</b> 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).</p> <p>Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.</p>	<p>Complied</p>

4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV 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 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 Kerteh Complex that been confirmed through interview.</p>	Complied
<p><b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			
4.2.1	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p> <p>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.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p><u>FGVPM Semaring 01 Estate</u></p> <p>Communication of the procedure conducted on 15/09/2022 by the estate manager to all the workers during the muster briefing.</p> <p><u>FGVPI Kerteh POM</u></p> <p>Communication of the complaint procedure has been conducted on 20/12/2022 during the morning mustercall by POM manager, Mr Shamsul Adly bin Samsuddin. As per interview with the workers, it has been confirmed that training has been conducted and workers can demonstrate their understanding on complaint procedure.</p>	Complied

		It has been confirmed that all workers aware with the process on how to lodge any complaint through interview.	
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> <p><u>FGVPM Semaring 01 Estate</u></p> <p>Sample of complaint and grievance that has been received in year 2022 taken by auditor for verification. Details as per below</p> <p>a. Complaint received on 26/03/2022 from JPCK Kampung Jonggok related to waste carried by estate lorry in Kampung Longgok. It has been responded by the management on 26/03/2022</p> <p>Workers complaint on 17/04/2022 on leakage of pipe at workers housing and the management has responded on 18/04/2022.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint &amp; 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 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>	Complied
<p><b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>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. 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. The management also said that stakeholders consultation also has been planned in December 2022 for all operating units under FGV Kerteh Complex.</p> <ul style="list-style-type: none"> <li>a. Eid Adha celebration</li> <li>b. Food bag for COVID positive</li> <li>c. Contribution of Kurma during Ramadhan</li> </ul>	Complied
<b>Criterion 4.4:</b> 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><b>(C)</b> 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>There no changes compare to last year where evidence of legal ownership of the land including history of land tenure was verified where both mill and estates able to demonstrate their rights to use land through several documents sighted as following:</p> <p><u>FGVPISB Kerteh POM</u></p> <p>The mill has its own land title for lease period until 30/7/2061 (60 years as per Surat Perjanjian Antarann Lembaga Kemajuan Tanah Persekutuan (FELDA) Dan Felda Palm Industries Sdn. Bhd.; Rancangan: Felda Kerteh 2; Date: 25/11/1996. Land title # 8322; Lot # 4081; District: Dungun; Sub-district: Mukim Rasau; Area: 47,370 m2; Conditions: for POM and related buildings only.</p> <p>The premise is surrounded by Fleda’s settlers. Records of boundary stones was available. There are 10 stones all together and last monitored on 13/8/2018, where all were found still in good condition.</p>	Complied

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		<p><u>FGVPM Semaring 1 Estate</u> Pejabat Pengarah Tanah dan Galian Terengganu has leased 3,968.19 Acres for Semaring 1 (part of the area that was leased to FELDA [ref.: PTG. TR.00/42/1995/C/002/01-(44), dated 18/4/2011].</p> <p><u>FGVAS Kerteh Estate</u> FELDA has leased 110.56 Ha to FASSB Kerteh (formally known as Kerteh 5) [ref.: letter of permission from FELDA to FASSB, (06) JPLDG1151/02-30, dated 18/1/2018]. The letter serves as temporary permit to FASSB while waiting for the renewed agreement to be issued since old agreement had expired on 31/12/2019 [ref.: Supplementary Agreement between FELDA and FASSB dated 29/10/2019].</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no dispute in FGVPI Kerteh POM, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities’ and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.  - Minor compliance -	There is no dispute in FGVPI Kerteh POM, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied

4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	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>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied

4.4.5	<p><b>(C)</b> 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>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>There is no dispute in FGVPI Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate as the land is belong to FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
<p><b>Criterion 4.5:</b> 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><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>There no changes compare to last year where evidence of legal ownership of the land including history of land tenure was verified where both mill and estates able to demonstrate their rights to use land through several documents sighted as following:</p> <p><u>FGVPISB Kerteh POM</u>  The mill has its own land title for lease period until 30/7/2061 (60 years as per Surat Perjanjian Antar Lembaga Kemajuan Tanah Persekutuan (FELDA) Dan Felda Palm Industries Sdn. Bhd.; Rancangan: Felda Kerteh 2; Date: 25/11/1996. Land title # 8322; Lot # 4081; District: Dungun; Sub-district: Mukim Rasau; Area: 47,370 m2; Conditions: for POM and related buildings only.</p>	Complied



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		<p>The premise is surrounded by Fleda’s settlers. Records of boundary stones was available. There are 10 stones all together and last monitored on 13/8/2018, where all were found still in good condition.</p> <p><u>FGVPM Semaring 1 Estate</u>          Pejabat Pengarah Tanah dan Galian Terengganu has leased 3,968.19 Acres for Semaring 1 (part of the area that was leased to FELDA [ref.: PTG. TR.00/42/1995/C/002/01-(44), dated 18/4/2011].</p> <p><u>FGVAS Kerteh Estate</u>          FELDA has leased 110.56 Ha to FASSB Kerteh (formally known as Kerteh 5) [ref.: letter of permission from FELDA to FASSB, (06) JPLDG1151/02-30, dated 18/1/2018]. The letter serves as temporary permit to FASSB while waiting for the renewed agreement to be issued since old agreement had expired on 31/12/2019 [ref.: Supplementary Agreement between FELDA and FASSB dated 29/10/2019].</p>	
4.5.2	<p><b>(C)</b> 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 in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighboring estates and documentations.</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</p>	<p>There is no new planting in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighboring estates and documentations.</p>	Complied

	<p>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>		
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 in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighbouring estates and documentations.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There is no new planting in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighbouring estates and documentations.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There is no new planting in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighbouring estates and documentations.</p>	Complied
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>There is no new planting in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighbouring estates and documentations.</p>	Complied

4.5.8	<p><b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting in and no acquisition of new land in all estates within Kerteh complex. It has been confirmed through interview with local communities, neighboring estates and documentations.</p>	Complied
<p><b>Criterion 4.6:</b> 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><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied

4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>There is no compensation has been paid since all lands under FGVP 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.</p>	Complied
<p><b>Criterion 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<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.</p>	Complied
4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVPISB Kerteh POM. It has been confirmed through interview with local communities, neighbouring estates and documentations.</p>	Complied

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<b>Criterion 4.8:</b> 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 Kerteh 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.	Complied
4.8.2	<b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.  - Critical (Major) compliance -	There are no customary right land for all estates under FGVPI Kerteh 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, 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. Interview with FELDA settler and local communities confirmed the statement.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)  - Minor compliance -	There are no evidence of acquisition land for all estates under FGVPI SB Kerteh POM. It has been confirmed through interview with local communities, neighbouring estates and documentations.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	There are no land dispute in all estates under FGVPI SB Kerteh POM. It has been confirmed through interview with local communities, neighbouring estates and documentations. It has been confirmed	Complied

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	- Minor compliance -	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.	
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	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	<b>(C)</b> 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 evidence that FGVPI Kerteh POM has communicated the FFB pricing to all smallholders based on the communication records between the management and smallholder. It also has been further verified through interview with 2 smallholders where they can demonstrate their understanding on how FFB pricing has been calculate.	Complied
5.1.3	<b>(C)</b> 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 -	Details of FFB pricing has been outline in the contract agreement between the FGVPI Kerteh POM and FFB supplier. Sample has been taken for 2 smallholders. Mentioned that FFB pricing will be calculated base on daily MPOB pricing for both CPO and PK including other cost such as CESS MPOB, transport costs, storage cost and processing cost.	Complied
5.1.4	<b>(C)</b> 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.	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link <a href="http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf">http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf</a> where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by	Complied

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	- Critical (Major) compliance -	the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.	
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 contract is legal, fair and transparent.	Complied
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done before 15 <sup>th</sup> every month. Sample of 2 FFB supplier taken and found the payment has been done according to payment term.	Complied
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 -	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
5.1.8	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 -	As for the day of audit, there is no smallholder with RSPO certification.	Complied
5.1.9	<b>(C)</b> 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 mechanism for smallholders to raise any complaint through 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	Complied

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		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. There is no complaint has been received from smallholders and any FFB supplier.	
<b>Criterion 5.2:</b> 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 FGVPI Kerteh 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 FGVPI Kerteh POM is under region 05 has been planned for consultation in 2023.  There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule". For FGVPI Kerteh POM under Region 01, will be conducted on 24-26 January 2023 at Grand Puteri Hotel, Kuala Terengganu.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.  - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Kerteh POM is under region 05 has been planned for consultation in 2023	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.  - Critical (Major) compliance -	Schemed smallholder under FELDA is the only smallholder that supply to FGVPI Kerteh POM while the others is collection centre.	Complied



5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Consultation with smallholders has been planned in year 2023 base on the management plan that has been established. As per interview, report will be published once the consultation has been done.	Complied
<b>Principle 6: Respect workers’ rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<b>(C)</b> 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 -	As per stated in the document Group sustainability policy document number FGV/SED/POL/001 revision 4.0 effective date 17/11/2020 in clause 5.2.1, equality and non-discrimination, there is no person shall be subjected to any discrimination in employment, including, hiring, compensation, advancement, training, disciplinary action, termination or retirement on the basis of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.  Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.	Complied
6.1.2	<b>(C)</b> 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 5 newly workers that has been recruited in September has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there is no recruitment fees has been charged. Further verification has been done through interview and found out that there is no recruitment cost (medical checkup fees, transport cost) been paid by the workers.  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	Complied

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		<p>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>6.1.3</p>	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Employment procedure was established, and details refer to indicator 3.5.1. Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has explained the criteria of promotion based on the capability, qualification and performance of interview of the candidates. There is evidence that operating units can demonstrate that recruitment, selection, and hiring based on the requirement, medical fitness and people suit with the jobs offer from the evidence of interview and medical check up that has been done. Detail of sample verification as per below</p> <p>Sample of 2 newly recruited worker has been taken for FGVPI Kerteh POM that has been recruited in June 2022. Sighted application for employment form document number FGV/GHR/F/AE/007 and interview has been done and interview records has been documented in document "Competency based interview form (Non-executive) conducted by executive assistant for FGVPI Kerteh POM and recommend for employment. Newly recruited workers has undergo medical checkup on and has been declared fit to work. 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>While for foreign workers, Sighted 5 newly workers that has been recruited in September under recruiting agent, has been sampled by the auditor. Sighted that interview has been conducted at the origin country by the management , one stops centre and has been recorded. Sighted also that both workers has signed employment contract.</p>	<p>Complied</p>

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		Further interview verified the process of recruitment and they can demonstrate their understanding on the employment contract	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	There is no 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.	Complied
6.1.5	<b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Minutes meeting for gender sighted for FGVPM Semaring 01 Estate where latest meeting has been done on 04/01/2022. During the meeting, socialization of the policy and procedure has been done, and explanation function of gender committee and appointment of PIC for gender committee. While for FGVPI Kerteh POM, gender committee has been established and Puan Rosmawati Binti Ismail as chairman base on appointment letter reference number (1) 4027/KT/840/11/Pt.10 dated 13/09/2022. Latest meeting has been conducted on 13/09/2022 and communication	Complied
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 FGVPM Semaring 01 Estate and FGVPI Kerteh POM 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. There is no female workers in FGVASSB Kerteh Estate.	Complied
<b>Criterion 6.2:</b> 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	<b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in	Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for	Complied

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	<p>national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>period 01/01/2019 until 31/12/2021 document number COG.No: 025/2020. Latest collective agreement still under discussion between both parties.</p> <p>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</p>	
6.2.2	<p><b>(C)</b> 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 September 2022. While for FGVPI Kerteh 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 outline 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 has been taken payslips, checkroll and kad kong for month December 2021, March 2022 and September 2022 which base on low crop, peak crop and medium crop season. While for Kerteh POM, workers salary has been monitored through punch card.</p>	Complied
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave,</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 on length of services. For workers less than 2 years services, entitled 14 days of</p>	Complied

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	<p>reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements. Sample has been taken payslips, checkroll and kad kong for month December 2021, March 2022 and September 2022 which base on low crop, peak crop and medium crop season.</p>	
<p>6.2.4</p>	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>FGVAS Kerteh Estate and FGVPI Kerteh POM is located in the area of FELDA settlement which is Felda Kerteh. Sanitation facilities is sufficient where each housing has one toilet for 4 workers. For medical, there is government clinic which is Klinik Kesihatan Ketengah Jaya. 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 Sekolah Kebangsaan Kerteh 01 for primary school and Sekolah Menengah Ketengah Jaya for secondary school. Public hall for sport activities and playground is available at FELDA area. Mosque is located nearby the quarters which majority of the workers/staff is Muslim. There are 8 blocks of housing for FGVPI Kerteh POM and linesite inspection has been conducted by management on weekly basis and sample has been taken for November and December 2022.</p> <p>NC-Major FGVAS Kerteh Estate</p> <p>There is 4 houses for FGVAS Kerteh Estate and 3 houses has been allocated for foreign workers. It has been found out that house no. 2 and no.3 with 2 rooms/house has been allocated for Indian workers and over capacity (6 workers/2 rooms house).</p>	<p>Non-compliance</p>

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		Stated in Act 446. Employees` minimum standards of housing, accommodations and amenities acts 1990 that each employers required to provide 3.6m <sup>2</sup> of room per each worker. It has been further verified with Jabatan Tenaga Kerja Negeri Terengganu which mentioned that sufficient accommodations need to be established by employer prior arrival of workers.	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.  - Minor compliance -	FGVAS Kerteh Estate and FGVPI Kerteh POM is located in the area of FELDA settlement which is Felda Kerteh. There are several sundry shops in the FELDA settlement area opened by Koperasi Peneroka FELDA, FELDA settler. Basic needs such as rice, chicken, flour and sugar can be easily buy by the workers. Other than that, there is weekly night market in the FELDA settlement area.  Monitoring of food price conducted by management as per sample Semaring 01 Estate Basic Sundries Price Checklist which includes price of rice, cooking oil, eggs, sugar etc. with comparison between two sundry shops available within the complex.	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.  <b>PROCEDURAL NOTE:</b>  STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE  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	Based on the Decent Living Wages Plan for Kerteh Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following: 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  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	OFI

<p>calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO 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"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• 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</li> <li>• 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.</li> </ul>	<p>raised for auditor to verify the implementation of the management plan during next assessment.</p>	
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	- Minor compliance -		
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>There is evidence that permanent, full-time employment is used for all core work in both estates, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate. There are no contractors' workers in FGVAS Kerteh Estate for FFB transport where lorry operate by the owner itself. While for FGVPM Semaring 01 Estate, there is 2 contractors, which is for FFB transport and hiring JCB. JCB has been operate by by Mr Suhaimi who is also owner of the company. While FFB transport, Mohd Zuraidi Sulaiman, there is 2 permanent.</p>	Complied
<p><b>Criterion 6.3:</b> 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><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to collective bargaining.</p> <p>Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.</p> <p>For FGVPI Kerteh, union has been established under Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd and sighted memo reference number (07)505/IP/103/2022-2025 which outline organization chart for the union by Mr Roslan bin Zali.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p>	<p><u>FGVPM Semaring 01 Estate</u></p> <p>There is participation or membership of union in the estate. The management has taken initiative to established workers representative meeting which has been conducted twice in year 2022 on 28/09/2022</p>	Complied



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	<p>- Minor compliance -</p>	<p>and 14/04/2022. Sighted memo reference number LET (003/22/) PS/Est.Mill dated 23/02/2022 by Divisional Head said that representative workers meeting need to be conducted every 3months which is 4 times per year. Sighted that minute’s meeting has been documented in Bahasa in the document title “Minit Mesyuarat Perundingan Bersama Pekerja Tempatan &amp; Pekerja Asing Ladang FGVPM Wilayah Terengganu”. There is incompliance with the memo, however, it has been identified in the latest in social impact assessment in August 2022.</p> <p><u>FGVPI Kerteh POM</u></p> <p>Latest union meeting has been conducted on 12-14/09/2022 with participation of 3 representative from FGVPI Kerteh POM that has been conducted at Heritage Hotel, Cameron Highlands.</p>	
<p>6.3.3</p>	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p><u>FGVPM Semaring 01 Estate</u></p> <p>There is evidence that management did not interfere with the formation and selection of workers representative that can be sighted through election evidence records conducted on 21/03/2022.</p> <p><u>FGVPI Kerteh POM</u></p> <p>Latest union meeting has been conducted on 12-14/09/2022 with participation of 3 representative from FGVPI Kerteh POM that has been conducted at Heritage Hotel, Cameron Highlands. Appointment and formation has been conducted without interference of management of CH.</p>	<p>Complied</p>
<p><b>Criterion 6.4:</b> Children are not employed or exploited.</p>			

6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
6.4.2	<p><b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.</p>	Complied
6.4.3	<p><b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there is no young workers has been recruited.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.</p>	Complied

**Criterion 6.5:** There is no harassment or abuse in the workplace, and reproductive rights are protected.

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6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1</p> <p>Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.</p>	Complied
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.</p> <p>Communication of the policy has been conducted to stakeholders on 18/08/2022 with attendance of several stakeholders while for workers, it has been communicated during morning muster briefing.</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>There is no new mother has been identified for all operating units. It has been confirmed through the gender committee meeting, interview with the chairman of gender committee and female workers.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p>	<p>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</p>	Complied

	- Minor compliance -	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.	
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>Charging the workers for recruitment fees.</li> <li>Contract substitution</li> <li>Involuntary overtime</li> <li>Lack of freedom of workers to resign</li> <li>Penalty for termination of employment</li> <li>Debt bondage</li> <li>Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>As per stated in the FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) stated that the management is committed to ensure that there is no harassment, contract substitution, withholding of wages and debt bondage. Verification has been done by auditor through personal document such as employment contract and payslips, interview with workers. Base on documentation sighted that deduction of the salary is only for water/electricity once the usage exceed the incentives that has been given (RM10/person). There is also evidence there is no withholding of wages where salary has been paid through Mechantrade before 7<sup>th</sup> each months. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers has been explained at the origin countries. It has been confirmed through interview with the workers itself.</p>	Complied
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There is migrant workers has been recruited from India, Indonesia and Bangladesh to work in FGV Holdings Berhad oil palm plantation. As a commitment to manage migrant workers in a good manner and compliance to the requirement FGV Holding Berhads has established specific procedure that has been documented in d Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. Stated in the procedure clause for non-discrimination, respect for human rights and labour rights as well as health and safety.</p>	Complied

		<p>As per verification, there is evidence that the procedure has been implemented where each process of recruitment has been done such as signing employment contract, interview and consultation with migrant workers at origin countries, one stop center. As per interview, it has been confirmed that all facilities and benefits has been provided equally same like local workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers has been explained at the origin countries. It has been confirmed through interview with the workers itself.</p>	
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The Manager is appointed as the Chairman of the ESH committee in the operating unit. The Manager subsequently assigned duties of ESH coordinator to the Assistant/Staff for the down line implementation of ESH practices in the mill. All identified personnel were officially given a letter for such an appointment.</p> <p>FGVPM Semaring 01 Estate</p> <p>The OSH committee was appointed, Sample one workers and employer as per below verification;-</p> <p>(02)14/488/Mesyuarat JKPP is appointed as employer representative of the ESH committee via letter signed by Manager dated 20/01/2021.</p> <p>(12)14/488/Mesyuarat JKPP is appointed as workers representative of the ESH committee via letter signed by manager dated 20/01/2021</p> <p>OSH Meeting conducted quarterly, the record was on 04/2022 dated 06/12/2022, 03/2022 dated 19/09/2022 and 02/2022 and 15/06/2022.</p> <p>FGVPISB Kerteh POM</p>	<p>Complied</p>

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		<p>The Mill Manager is appointed as the Chairman of the ESH committee via letter signed by the Regional Controller dated 15/02/2022 (50)4110/PZ2/840B/1.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 19/09/2022 and previously was on 02/2022 dated 20/06/2022.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>As per sampling below of accident and emergency procedure was in place as per verification. The procedure was available and implemented accordingly. Sampling record:-</p> <p>FGVAS Kerteh Estate</p> <p>The JKKP 8 in estate was available (JKKP8/93082/2022) dated 04/01/2023. There are 1 accident record in this estate.</p> <p>First aid training already conducted on 10-11/11/2021, training by Certified Emergency Response Training Academy. There are 1 person have been attend during this training.</p> <p>FGVPM Semaring 01 Estate</p> <p>The JKKP 8 in estate was available (JKKP8/118294/2022) dated 02/01/2023. There were no accident record in this estate.</p> <p>First aid training already conducted on 07-08/06/2022, training by SAC Consultancy Sdn Bhd. There are 2 person have been attended during this training.</p>	Complied
6.7.3	<p><b>(C)</b> 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>During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before</p>	Complied

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		returning home due to the hazard that the chemical residues could cause.																										
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees by the organization. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for the mill and all sampled estate.</p> <table border="1"> <thead> <tr> <th>Operating Units</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="2">FGVAS Kerteh Estate</td> <td>Oct 2022</td> <td>13</td> <td>RM 296.70</td> </tr> <tr> <td>Nov 2022</td> <td>13</td> <td>RM 370.50</td> </tr> <tr> <td rowspan="2">FGVPSIB Kerteh POM</td> <td>Oct 2022</td> <td>101</td> <td>RM 8,293.20</td> </tr> <tr> <td>July 2022</td> <td>102</td> <td>RM 7,229.40</td> </tr> <tr> <td rowspan="2">FGVPM Semaring 01</td> <td>Aug 2022</td> <td>63</td> <td>RM 2,014.90</td> </tr> <tr> <td>Sept 2022</td> <td>67</td> <td>RM 2,118.60</td> </tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	FGVAS Kerteh Estate	Oct 2022	13	RM 296.70	Nov 2022	13	RM 370.50	FGVPSIB Kerteh POM	Oct 2022	101	RM 8,293.20	July 2022	102	RM 7,229.40	FGVPM Semaring 01	Aug 2022	63	RM 2,014.90	Sept 2022	67	RM 2,118.60	Complied
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6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Occupational Injuries were recorded using the Lost Time Accident metrics as below:</p> <table border="1"> <thead> <tr> <th rowspan="2">Operating Unit</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th>Cases</th> <th>Days</th> <th>Cases</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>FGVPISB Kerteh POM</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Unit	2021		2022		Cases	Days	Cases	Days	FGVPISB Kerteh POM	0	0	0	0	Complied											
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		FGVAS Kerteh Estate	0	0	1	2	
		FGVPM Semaring 01 Estate	1	2	1	1	
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>							
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.							
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>There is a Group Policy titled Statement of Environmental Policy for FGV Holdings Berhad” dated 05/11/2021 signed by the Group CEO (Mohd Nazrul Izam Mansor) mainly in relation to environmental protection.</p> <p>IPM Plan has been established in the certification unit estates which includes the planting of beneficial plants and control of damage by rodents and leaf eating pest Beneficial plants such as Turnera subulata and Cassia cobanensis are grown in the estates and their records of planting in new areas and maintenance of existing areas of beneficial plants and location maps are available. Rat damage and leaf-eating pest census was regularly carried out to obtain information about threshold level and action to be taken thereafter. The records of census and rat baiting was available. The implementation was monitored by the manager and Assistant manager through monthly progress report.</p>					Complied
7.1.2	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.	Species referenced in the Global Invasive Species Database and CABI.org are not used in the estates.					Complied



	- Minor compliance -		
7.1.3	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.  - Minor compliance -	There was no evidence of use of fire for pest control in all the estates.	Complied
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.  - Critical (Major) compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this, justification all chemical such as Pesticide, Herbicide and Fungicides are available for each chemical.	Complied
7.2.2	<b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.  - Critical (Major) compliance -	Records of Pesticide/Agrochemicals used in the estate were recorded and monitored on a monthly basis and available for verification. Data for a.i/ha were sampled as below:  FGVPM Semaring 01 Estate 1. Kenlly 20 WG (a.i.: Metsulfuron Methyl) = 0.007 L/Ha 2. BM Tricalon 250 (a.i.: Garlon 250) = 0.499 L/Ha 3. Weed Solution (a.i.: Agro chemical reductant) = 0.077 L/Ha 4. Ken-Gltphosate (a.i.: Glyphosate Isopropylamine) =0.159 L/Ha FGVAS Kerteh Estate 1. Tricalon (a.i. Triclopyr butoxy ethyl ester) = 0.2544 L/Ha 2. Kenlon (a.i.: Triclopyr butotyl) = 0.1908 L/Ha 3. Butik S (a.i.: Chlorophacinone) = 0.001 L/Ha	Complied

		4. Promax (a.i.: Acephate) =0.2972 L/Ha	
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates visited.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> <li>a) Judgment of the threat and verify why this is a major threat</li> <li>b) Why there is no other alternative which can be used</li> <li>c) Which process was applied to verify why there is no other less hazardous alternative</li> <li>d) What is the process to limit the negative impacts of the application</li> <li>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</li> </ul> <p>- Minor compliance -</p>	The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated. In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead.	Complied

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7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Reviewed the training records as per criteria 3.7.2. Sampled the training conducted for pesticide handlers as below: -</p> <p>FGVPM Semaring 01 Estate</p> <ol style="list-style-type: none"> <li>1. Calibration Spraying dated 19/05/2022</li> <li>2. Chemical handling dated 17/07/2022</li> </ol>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.</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>Empty Pesticides Containers were triple rinse and reuse back as pre-mix chemical container. The estate maintains the inventory records of empty pesticides containers recorded in Scheduled Record Book and sent to the collection centre, FGV Chador, Hulu Terengganu. Refer latest record sent to the collection centre dated 25/10/2022.</p>	Complied

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7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spraying for pesticide were done in all the estates.	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>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. Sampling as per below:-</p> <p>In FGVP M Semaring 01 Estate, Health Surveillance Report prepared by Klinik Syed Badaruddin (Terengganu) Sdn Bhd. The total workers involve was 28 person and the result showed all fit to work with chemical. This report conducted on 17/10/2022 &amp; 03/11/2022 was followed as per CHRA report. The medical surveillance was conducted by the management yearly basis.</p>	Complied
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	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
<b>Criterion 7.3:</b> 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.	Sighted Procedure on managing schedule waste has been established. Refer "Pengurusan Bahan Buangan Terjadual Setiap Ladang" Reference number: FGVP M/L2/PAS-04 dated 23/01/2020. The estates and mill has identified all waste products and source of pollutions and	Complied

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	<p>- Minor compliance -</p>	<p>documented in Identification of Source and Type of Waste. The waste identified as follows:</p> <ul style="list-style-type: none"> <li>• Scheduled Waste - Mill Operation – Used PPE, Used lubricant and hydraulic oil - Office and housing – Lamp, Electronic device</li> <li>• Non-schedule waste - mill operation – used tyre, scrap iron - office and housing – Paper, Plastic, domestic waste</li> <li>• Mill by-product - EFB, POME, Shell, Mesocarp fibre</li> </ul> <p>The Pollution Prevention Plan and Waste Management Action Plan 2022” – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among other actions taken by the operating units were:</p> <ol style="list-style-type: none"> <li>a) Scheduled wastes – disposed to Kualiti Alam Sdn Bhd.</li> <li>b) Domestic wastes are disposed to landfill</li> <li>c) Full compliance to zero burning practices.</li> </ol>	
<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Addressed in the SOP for Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020 as reference to handle, storage, labelling and disposal of Scheduled Waste. Awareness training program is available in the Training Program updated on a yearly basis or revised as per the management requirement. Included in this programme are subjects related to environment e.g., environmental, safety &amp; health policy, scheduled waste management, environmental responsibility, HCV &amp; Biodiversity training FY 2022. Sample Training on Schedule waste handling has been conducted on 24/08/2022 at FGVPM Semaring 01 Estate.</p> <p>Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out</p>	<p>Non-compliance</p>

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		<p>in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal.</p> <p>Sighted Record of Inventory of Schedule Waste and Disposal Record:  <u>FGVPI Kerteh POM</u></p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> <li>• File reference Number: JAS.THQ.600-3/1/12</li> <li>• Date Reporting: 07/01/2023</li> <li>• Waste Generated: SW305, SW409, SW410</li> </ul> <p><u>Disposal sample 1</u></p> <ul style="list-style-type: none"> <li>• Disposal consignment note: 2022122315HDP0B1</li> <li>• Date Disposal: 21/12/2022</li> <li>• SW409=0.0540 (Disposed Container) by Pentas Flora (Kelantan) Sdn Bhd</li> </ul> <p><u>Disposal sample 2</u></p> <ul style="list-style-type: none"> <li>• Disposal consignment note: 2022122315V9JWU7</li> <li>• Date Disposal: 21/12/2022</li> <li>• SW322=0.0180MT Waste on non-halogenated organic solvents) by Pentas Flora (Kelantan) Sdn Bhd</li> </ul> <p>FGVPM Semaring 01 Estate – Send to collection centre</p> <p><u>Inventory</u></p> <ul style="list-style-type: none"> <li>• File reference Number: FGVPM/L4/F(PAS-08)/1.1</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Date Reporting: 25/10/2022</li> <li>• Waste Generated: SW409.</li> </ul> <p><u>Disposal sample 1 as per collection centre record</u></p> <ul style="list-style-type: none"> <li>• Disposal consignment note: 2022112709TXU2R4</li> <li>• Date Disposal: 27/11/2022</li> <li>• SW305=0.0740 MT (Spent Lubricating Oil) by Kualiti Alam Sdn Bhd</li> </ul> <p>Escalated to Major NC</p> <p>Proper management on waste disposal according to procedures was not effectively demonstrated.</p> <p>The evidence was found as below:</p> <p>FGVAS Kerteh Estate</p> <ol style="list-style-type: none"> <li>1. Labelling for empty chemical container was using code 410 instead of SW409 which is not accordance with the procedures.</li> <li>2. Monthly inventory has been maintained from January to December 2022. However, it was found discrepancies of physical against data. Sample shows that availability of SW409 that generated on 07/10/2022 in the SW store however, no data recorded as per Inventory dated October 2022 until December 2022.</li> </ol> <p>FGVPM Semaring 01 Estate</p> <ol style="list-style-type: none"> <li>1. SW bin was labelled by wrong code. As per evidence SW bin that contain with empty lubricant container, damaged spray equipment and rat bait plastics/container were place with label SW410 instead of SW409</li> </ol> <p>It was not accordance with procedures, SOP for Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020 as</p>	
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		<p>reference to handle, storage, labelling and disposal of Scheduled Waste and Regulation 10, of Environmental Quality (Scheduled Waste) Regulation 2005. (2) Containers of scheduled wastes shall be clearly labelled in accordance with the types applicable to them as specified in the Third Schedule and marked with the scheduled waste code as specified in the First Schedule for identification and warning purposes.</p> <p>The Minor NC was escalated to Major NC due to re-occurrence of nonconformity.</p>							
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Based on site visit and interview with the employees, there was no use of fire for disposal of wastes observed in the operating units. FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated 29/05/2019. The compliance are also included in the following guidelines;</p> <ul style="list-style-type: none"> <li>• Manual Ladang Sawit Lestari - Prosedur Kerja Selamat</li> <li>• Manual Sustainability - Prosedur Kerja Selamat - Penyediaan tanah tanam semula</li> </ul> <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. Both the Estates had no replanting program.</p> <p>No fire was used for waste disposal. Domestic waste at Linesite of FGVPM Semaring 01 was handle by contractors Koperasi Pekerja-Pekerja Felda Palm and send to the <i>Majlis Perbandaran Dungun</i> Centre Bin.</p> <table border="1" data-bbox="1122 1259 1908 1377"> <thead> <tr> <th>Estate</th> <th>Block No</th> <th>Date Open/Closed</th> </tr> </thead> <tbody> <tr> <td>FGVPM Semaring 01</td> <td>PM11C</td> <td>20/11/2022</td> </tr> </tbody> </table>	Estate	Block No	Date Open/Closed	FGVPM Semaring 01	PM11C	20/11/2022	Complied
Estate	Block No	Date Open/Closed							
FGVPM Semaring 01	PM11C	20/11/2022							



		FGVAS Kerteh	Peringkat 1 P15	01/01/2023	
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.					
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The Mill and estates continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP.</p> <p>a) FGV Agriculture Manual 1998 - Revised in 01/09/2017 - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia</p> <p>b) Pictorial Safety Standards and Security Guidelines (PSS).</p> <p>c) Laboratory Process Control Manual</p> <p>FGVPI Kerteh POM processing system is documented in the following documents.</p> <p>a) Manual Operasi Kilang Sawit introduced on 02/01/2001 revised 23/10/2017</p> <p>b) Prosedur Kerja Selamat</p> <p>c) Manual Alam Sekitar EMS</p> <p>d) Laboratory Process Control Manual</p> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilisation, threshing, pressing, clarification,</p>			Complied

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		<p>depericarping (nut polishing) station, effluent, laboratory, workshop, despatches etc.</p> <p>The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training.</p> <p>The Manuals are kept in the main office for references of employees particularly for the supervisory personnel.</p> <p>The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security.</p> <p>Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.</p>	
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The Internal Agronomist from FGV Agriculture Services Sdn Bhd visited the estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year. Refer latest record of Agronomist visit dated 31/03/2022.</p> <p>Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</p> <p>Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning.</p> <p>For the estate Agronomic assessment and fertilizer recommendation was conducted to formulate the FY2022 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth</p>	Complied

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		<p>improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca &amp; B had been carried out in all estates. The latest being conducted on:</p> <p>FGVPM Semaring 01 Estate</p> <ul style="list-style-type: none"> <li>• Report Date: 15/02/2022</li> <li>• Report Number: FRF20230071</li> </ul> <p>FGVAS Kerteh Estate</p> <ul style="list-style-type: none"> <li>• Report Date: 01/06/2022</li> <li>• Report Number: FRF202230240</li> </ul> <p>Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen. Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca &amp; Exchange Mg was carried out on a year cycle basis on different blocks with the recent carried out as follows:</p> <p>FGVPM Semaring 01 Estate</p> <ul style="list-style-type: none"> <li>• Report Date: 15/02/2022</li> <li>• Report Number: FRF20230062</li> </ul> <p>FGVAS Kerteh Estate</p> <ul style="list-style-type: none"> <li>• Report Date: 01/06/2022</li> <li>• Report Number: FRF20230240</li> </ul> <p>All foliar and soil sampling &amp; analysis was conducted by FGV PPTTR Laboratory.</p>	
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7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The following practices are applied in the estates in relation to the nutrient recycling strategy: -</p> <ul style="list-style-type: none"> <li>• EFB application is minimal as the mill has facility of incinerator</li> <li>• Cut frond are stacked in between the palm’s rows left to discompose.</li> </ul> <p>EFB was applied at FGVP M Semaring 01 Estate, PM11C Block 5. Application rate was 40MT/Ha. Refer Monthly record EFB Month April 2022</p> <p>Effluent discharge at Kerteh POM was through the River. Verified through site visit at Sungai rasau were monitored and compliance with Jadual Pematuhan #004053.</p>	Complied															
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- 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.</p> <p>Records of programs and applications of fertilizers were reviewed by the auditors. Review of the records revealed that the actual fertilizers applied in 2022/2023 was in line with the program.</p> <p>The following fertilizers were applied in the estates on recommendation by the Agronomist: -</p> <p>FGVPM Semaring 01 Estate</p> <table border="1" data-bbox="1122 1171 1917 1374"> <thead> <tr> <th>Fertilizer</th> <th>Field/Block</th> <th>Dosage, Kg</th> <th>Month Programme</th> <th>Month Applied</th> </tr> </thead> <tbody> <tr> <td>NPK Mix</td> <td>PM11C</td> <td>6.50</td> <td>Apr</td> <td>Apr</td> </tr> <tr> <td>Kieserite</td> <td>PM11C</td> <td>1.25</td> <td>May</td> <td>May</td> </tr> </tbody> </table>	Fertilizer	Field/Block	Dosage, Kg	Month Programme	Month Applied	NPK Mix	PM11C	6.50	Apr	Apr	Kieserite	PM11C	1.25	May	May	Complied
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NK Mix	PM12D	2.00	Aug	Aug														
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Borate	P001	3.50	May	May														
<p><b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.</p>																		
7.5.1	<p><b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p data-bbox="1122 1026 1948 1217">Soil maps were available at all estates identifying the type of soil series and its area percentage in the estate. There were no marginal and fragile soils identified at the assessed estates. During field visit at the estates, it was sighted there was no oil palm planting on steep terrains as well. The soil map is prepared by Unit Komputer (GPS/GIS) from FGV Agricultural Services Sdn Bhd.</p> <p data-bbox="1122 1238 1245 1265">Soil Series</p> <p data-bbox="1122 1286 1447 1313">FGVPM Semaring 01 Estate</p> <table border="1" data-bbox="1122 1334 1944 1388"> <tr> <td>Soil series</td> <td>Percentage, %</td> </tr> </table>	Soil series	Percentage, %	Complied													
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7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>There is no area that above 25°. If any, Estates have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes was 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>	Complied																												

		<ul style="list-style-type: none"> <li>a) Compliance with all related guidelines and regulatory laws.</li> <li>b) Implementation of GAP as stated in FELDA Lestari.</li> <li>c) Implement suitable remedial to reduce impact to the environment.</li> </ul> <p>Other guidelines were also shown in the following documents among others;</p> <ul style="list-style-type: none"> <li>a) Slope &amp; River Protection Policy in Section 1A/L3 FGV Sustainability Manual</li> <li>b) Buffer Zone &amp; 25-degree slope in Section 1A/L3 FGV Sustainability Manual</li> <li>c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.</li> </ul> <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.</p>	
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>There is no new planting of oil palm conducted on steep terrain. Verified through site visit and interview at all 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"> <li>a) Slope &amp; River Protection Policy in Section 1A/L3 FGV Sustainability Manual</li> <li>b) Buffer Zone &amp; 25-degree slope in Section 1A/L3 FGV Sustainability Manual</li> <li>c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.</li> </ul>	Complied

<b>Criterion 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p><b>(C)</b> 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 series and topography map and detail was available for estate sampled. Based on the maps, 100% of the soil at the estate is of mineral type. There is no soil categorized as fragile or marginal. Refer 7.5.1	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>	Soil series and topography map available for estate sampled. No fragile soil categorized in the estates sampled. Refer 7.5.1.	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 map are also available which are both used to manage the drainage and road works in the estate. Refer 7.5.1.	Complied
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p><b>(C)</b> 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>	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Complied
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Complied



	- Minor compliance -		
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Complied
7.7.4	<b>(C)</b> A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Coastal and Peat lands) issued on 01/07/2011. Individual estates and mill had their respective water management plan mainly to monitor among others the following: - <ul style="list-style-type: none"> <li>• Bulk of the supply in view of the location are from SATU for both mill and estates.</li> <li>• Monitor the quality of main water inlet/outlet for pollutants from estate's operations.</li> <li>• Contingency during water shortage.</li> <li>• Monitor the usage of fresh water on monthly basis</li> </ul>	Complied
7.7.5	<b>(C)</b> 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.	There is no peat soil or soil categorized as marginal or fragile soil in the 2 estates visited nor there is no new planting within.	Complied

	<p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p><b>(C)</b> All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the 2 estates visited nor there is no new planting within.</p>	<p>Complied</p>
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the 2 estates visited nor there is no new planting within.</p>	<p>Complied</p>
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			
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 for the mill for year 2022 was available for verification. The plan consists of the management of quality and availability of water which includes the identification source of water used, efficiency of water usage, identification of renewable source of water and impact to water catchment area &amp; waterways, and action plan of water shortage at staff quarters. The water supply for both estates and mill staff quarters is from the public domain Syarikat Air Terengganu (SATU).</p>	<p>Complied</p>

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		<p>The mill water management plan has been established with the recent review made on respectively by the estate and Mill. Among others the plan therein has emphasized: -</p> <ul style="list-style-type: none"> <li>a) rainwater harvesting for cleaning purposes,</li> <li>b) water from the reservoir/catchment for the mill operations</li> <li>c) continual training for workers on water efficiency consumption, desilting of water reservoir to retain the reservoir optimal capacity.</li> <li>d) The action plan in event of draught/water pollution</li> </ul> <p>Variations and action plan were discussed during the Environment Meeting 2022.</p> <p>Water analysis has been conducted at sampled estates. Sample of Lab report for water analysis as below:</p> <p>FGVPM Semaring 01 Estate Date: 06/01/2022 Report No: 361/2021W Lab: FGV Analytical Laboratory</p> <p>Water sampling has been conducted for monitoring final discharge, treated water quality and natural waterways in the estate and mill: -</p> <p>FGVPI Kerteh POM Date: 06/11/2022 Report No: 2936/2022 Lab: FGV Analytical Laboratory</p>	
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		<p>Sampling water training has been conducted on 06/07/2022 at FGVPM Semaring 01 Estate.</p>																	
<p>7.8.2</p>	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual.</p> <p>Section 1A/L2 revised dated 01/06/2016. The buffer zones established are as follows:</p> <table border="1" data-bbox="1122 807 1899 1139"> <thead> <tr> <th>River width (meter)</th> <th>Minimum width for river reserve (m) for peninsular Malaysia and Sarawak</th> </tr> </thead> <tbody> <tr> <td>1-5</td> <td>5</td> </tr> <tr> <td>5-10</td> <td>10</td> </tr> <tr> <td>10-20</td> <td>20</td> </tr> <tr> <td>20-40</td> <td>40</td> </tr> <tr> <td>&gt;40</td> <td>50</td> </tr> </tbody> </table> <p>Buffer zones were protected. Areas visited for the estates as tabled below: -</p> <p>FGVPM Semaring 01 Estate</p> <table border="1" data-bbox="1122 1278 1899 1374"> <thead> <tr> <th>Details</th> <th>Field</th> </tr> </thead> <tbody> <tr> <td>Hutan Simpan Chemerong</td> <td>PM13</td> </tr> </tbody> </table>	River width (meter)	Minimum width for river reserve (m) for peninsular Malaysia and Sarawak	1-5	5	5-10	10	10-20	20	20-40	40	>40	50	Details	Field	Hutan Simpan Chemerong	PM13	<p>Complied</p>
River width (meter)	Minimum width for river reserve (m) for peninsular Malaysia and Sarawak																		
1-5	5																		
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		Sungai Balau	PM13														
		Sungai Semaring	PM11														
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>There is no activities carried out at the riparian zone which has been identified during the site visit. Annual training for workers has been done on riparian zone by the management.</p> <p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements. No overflow was observed, and flow meter reading was recorded daily.</p> <p>Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is quarterly monitored as per OER. Effluent Analysis conducted by accredited laboratory and submitted to DOE every 3 months through OER (Online Environmental Report) and in compliance with mill's compliance schedule for quarterly submission. Refer to the latest report for dated January 2023. Monthly analysis was done for final discharge point. Total of 8 parameters (pH, BOD3, COD, TS, SS, TN, AN and O&amp;G) were tested</p> <p>Latest analysis report for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> Quarter quarters of year 2022.</p> <table border="1" data-bbox="1122 1061 1901 1398"> <thead> <tr> <th>Report Date</th> <th>Quarter/Week</th> <th>BOD (Limit=100 mg/L)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">09/01/2023</td> <td>1<sup>st</sup>week/1<sup>st</sup>month</td> <td>53.00</td> </tr> <tr> <td>5<sup>th</sup>week/2<sup>nd</sup>Month</td> <td>82.00</td> </tr> <tr> <td>9<sup>th</sup>week/3<sup>rd</sup>Month</td> <td>88.00</td> </tr> <tr> <td>13/10/2022</td> <td>1<sup>st</sup>week/1<sup>st</sup>month</td> <td>48.00</td> </tr> </tbody> </table>		Report Date	Quarter/Week	BOD (Limit=100 mg/L)	09/01/2023	1 <sup>st</sup> week/1 <sup>st</sup> month	53.00	5 <sup>th</sup> week/2 <sup>nd</sup> Month	82.00	9 <sup>th</sup> week/3 <sup>rd</sup> Month	88.00	13/10/2022	1 <sup>st</sup> week/1 <sup>st</sup> month	48.00	Complied
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			5 <sup>th</sup> week/2 <sup>nd</sup> Month	N/A – Annual shut Down		
			9 <sup>th</sup> week/3 <sup>rd</sup> Month	78.00		
		07/05/2022	1 <sup>st</sup> week/1 <sup>st</sup> month	33.00		
			5 <sup>th</sup> week/2 <sup>nd</sup> Month	43.00		
			9 <sup>th</sup> week/3 <sup>rd</sup> Month	90.00		
		05/04/2022	1 <sup>st</sup> week/1 <sup>st</sup> month	86.00		
			5 <sup>th</sup> week/2 <sup>nd</sup> Month	53.00		
			9 <sup>th</sup> week/3 <sup>rd</sup> Month	44.00		
		Effluent discharge at Kerteh POM was through the river. Verified through site visit at Sungai Rasau were monitored and compliance with Jadual Pematuhan #004053.				
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	Mill has maintained monitoring of water usage for processing FFB which are recorded monthly. Water for processing is abstracted from water catchment by using pump. The trend of water usage is tandem with volume of FFB process. Refer Water Usage Record Kerteh POM. Average data as below:				Complied
		Year	FFB Processed, MT	Water/L	Water/FFB	
		Jan 2022 – Dec 2022	207,810.00	213,925.00	1.03 m3/MT	

**Criterion 7.9:** Efficiency of fossil fuel use and the use of renewable energy is optimised

<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.</p> <p>- Minor compliance -</p>	<p>The mill and estates consistently monitored their fossil fuel consumption and kept records in order to get the information about efficiency of consumption. A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2021. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage dated 03/01/2023 are detailed below:</p> <ul style="list-style-type: none"> <li>• Monitor, reduce and record the usage of diesel monthly.</li> <li>• Switch off the engine when there is no operation</li> <li>• Reduce the usage of genset and fully utilize the turbine</li> <li>• Awareness training on management of diesel</li> <li>• Monitoring the cleanliness of skid tank area.</li> </ul> <p>The estates and mill record and monitor the diesel utilization over the running hours of other vehicles running. Performance variation in view of several factors i.e.</p> <ol style="list-style-type: none"> <li>a) Infrastructure of estates,</li> <li>b) Community size / no of gen-sets,</li> <li>c) No. of vehicles / age of machine.</li> <li>d) Weather interference / crop production volume</li> </ol> <p>The mill used shell and fibre as fuel for boiler to reduce the usage of diesel.</p> <p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2021 identified in the following</p>	<p>Complied</p>
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		<ul style="list-style-type: none"> <li>• Environmental Aspect Identification Summary FY 2021 reviewed accordingly.</li> <li>• Environmental Impact Evaluation Summary FY 2022 reviewed accordingly.</li> <li>• Renewable energy usage &amp; diesel consumption 2022 was established and monitored by monthly basis</li> </ul> <p>The diesel utilisation for the mill and estates is provided in the below table.</p> <p>The diesel utilisation for the mill and estates is provided in the below table for period Jan to Dec 2022.</p> <table border="1" data-bbox="1122 767 1912 1078"> <thead> <tr> <th>Estate / Mill</th> <th>Diesel, (MT)</th> <th>FFB, (MT)</th> <th>Diesel / FFB (MT)</th> </tr> </thead> <tbody> <tr> <td>FGVAS Kerteh</td> <td>5,971.36</td> <td>1,849.42</td> <td>3.23</td> </tr> <tr> <td>FGVPM Semaring 01</td> <td>25,314.25</td> <td>10,600.79</td> <td>2.39</td> </tr> <tr> <td>FGVPI Kerteh POM</td> <td>65,963.00</td> <td>207,810.00</td> <td>0.32</td> </tr> </tbody> </table>	Estate / Mill	Diesel, (MT)	FFB, (MT)	Diesel / FFB (MT)	FGVAS Kerteh	5,971.36	1,849.42	3.23	FGVPM Semaring 01	25,314.25	10,600.79	2.39	FGVPI Kerteh POM	65,963.00	207,810.00	0.32	
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<p><b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																			
7.10.1	<p><b>(C)</b> 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>The GHG emissions are identified and assessed for the unit certification by sustainability team. RSPO GHG Calculator version 4 is used. The consumption of fertilisers and diesel were verified through Estates:</p> <ul style="list-style-type: none"> <li>• FFB record book</li> <li>• Stock book</li> </ul>	Complied																



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		<ul style="list-style-type: none"> <li>• Monthly stock issue</li> <li>• Stock requisition note Mill</li> <li>• Mill Month End Production Report</li> <li>• Monthly production report</li> <li>• Flowmeter &amp; running hours record book</li> <li>• Bio-gas generation daily monitoring log sheet</li> <li>• Effluent analysis report Based on the verification of records; all the sampled issuance was traceable</li> </ul> <p>Available GHG Reduction and Monitoring Plan year 2022 established for FGV Kerteh certification Units. Among in the plan included:</p> <table border="1" data-bbox="1122 815 1924 1388"> <tr> <td data-bbox="1122 815 1391 963">Diesel usage</td> <td data-bbox="1391 815 1924 963">Recording, monitoring and reducing diesel consumption for FFB transportation. Training related staff</td> </tr> <tr> <td data-bbox="1122 963 1391 1144">Chemical/pesticides usage</td> <td data-bbox="1391 963 1924 1144">Recording, monitoring and reducing chemical/pesticides consumption. Training related staff, worker and stakeholders.</td> </tr> <tr> <td data-bbox="1122 1144 1391 1292">Chemical base fertilizer usage</td> <td data-bbox="1391 1144 1924 1292">Increase use of organic fertilizer of composting materials. Reduce use of chemical base fertilizer</td> </tr> <tr> <td data-bbox="1122 1292 1391 1388">Domestic waste (organic)</td> <td data-bbox="1391 1292 1924 1388">Monitoring domestic waste collection and landfill and no burning.</td> </tr> </table>	Diesel usage	Recording, monitoring and reducing diesel consumption for FFB transportation. Training related staff	Chemical/pesticides usage	Recording, monitoring and reducing chemical/pesticides consumption. Training related staff, worker and stakeholders.	Chemical base fertilizer usage	Increase use of organic fertilizer of composting materials. Reduce use of chemical base fertilizer	Domestic waste (organic)	Monitoring domestic waste collection and landfill and no burning.	
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		Promoting recycling and reuse of waste	Reduce paper consumption Recording wastepaper collection and recycling Recycling training and awareness	
7.10.2	<p><b>(C)</b> 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 records NIL new development within certified area. There is no new planting in Kerteh Certification unit. 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><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Assessment of all polluting activities was conducted under Environmental Risk Assessment for identifying activities that contributes significant impact to environment including gaseous emission. An assessment of all polluting activities has been conducted and monitored. This included the estate and mill activities. Refer "Pengenalpastian Aspek Dan Impak" Document number: FGV/FGVPM/IV/IMS/15/1.6 Rev 1 dated 22/03/2022. Among sample of activities discussed were: -</p> <p>FGVPI Kerteh POM</p> <ul style="list-style-type: none"> <li>• Boiler</li> <li>• Ramp</li> <li>• Steriliser</li> <li>• Laboratory</li> <li>• Weighbridge</li> </ul>		Complied

		<p>FGVPM Semaring 01 Estate &amp; FGVAS Kerteh Estate</p> <ul style="list-style-type: none"> <li>• Harvesting</li> <li>• Spraying</li> <li>• Manuring</li> <li>• Tractor Driving</li> <li>• Rat Baiting</li> </ul> <p>Management Action Plan 2022 is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly.</p> <p>Impact of pollutions with action plan to reduce the polluting activities found clearly stated. Among sighted action plan included among others:</p> <ul style="list-style-type: none"> <li>• Regular inspection at PUSPAKOM as schedule for dark smoke emission.</li> <li>• Switch off engine when not moving to reduce diesel consumption</li> <li>• Banning spraying at buffer zone area to preserve riparian.</li> <li>• Triple rinse activity and reuse empty chemicals containers</li> <li>• Empty fertilizer bag collected and use back for loose fruits.</li> </ul> <p>As prescribed under DOE’s Compliance Schedule, the mill is obliged to conduct stack sampling. Below are the verified reports:</p> <p><u>2<sup>nd</sup> Half 2022</u></p> <ul style="list-style-type: none"> <li>• Report no.: STK/KERTEH/22/002</li> <li>• Report date: 21/11/2022</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Result: Dust: Boiler 1: 148.52 mg/m3 vs limit 150,</li> <li>• Result: Dust: Boiler 3: 135.79 mg/m3 vs limit 150,</li> </ul> <p>Continuous Emissions Monitoring System (CEMS) which link to the DOE on real time base were established for Dark smoke emissions monitored.</p> <p>Sighted Online Environmental Reporting (OER) has been submitted to DOE on quarterly basis. The result within parameter as per Jadual Pematuhan JAS.CHQ 600-3/1/2/60(39), Licence No: #004053</p> <p>Environmental audit by 3<sup>rd</sup> party has been conducted dated 23/12/2022 with reference number AS(B)T:31/152/000/005/1/2022</p>	
<p><b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area</p>			
<p>7.11.1</p>	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.            - Critical (Major) compliance -</p>	<p>There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> <li>a) Manual Ladang Sawit LESTARI on reviewed 1/6/12 Sawit pra matang edisi II seksyen 3</li> <li>b) Manual Ladang Sawit LESTARI reviewed on 1/6/12 Sawit matang edisi II seksyen 4</li> <li>c) Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5</li> <li>d) Prosedur Kerja Selamat</li> <li>e) Manual Kelestarian (Sustainability)</li> <li>f) Work instructions</li> </ul>	<p>Complied</p>

		As advocated, the estates practiced zero burning. There was no replanting programme for both estates.	
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	<p>Apart from having zero burning policy at corporate level, contractors who are engaged to carry out preparation of land for replanting are also required not to use fire throughout the task through enforceable contract agreement. Nonetheless, there is no replanting activity at the visited estates.</p> <p>ERP team has been established in order to take action when any fire occurs within certification units. Refer sampel of ERP team FGVPM Semaring 01 Estate and verified as per document review and interview with the team.</p>	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Adjacent stakeholders were approached through stakeholder consultation meeting and given information about zero burning policy. Following up to that, a memo about restriction of open burning and fire prevention plans, was also given to all the stakeholders through stakeholders meeting.	Complied
<b>Criterion 7.12:</b> Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p><b>(C)</b> 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>	Not applicable since there is no land clearing after November 2005.	Not Applicable

<p>7.12.2</p>	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The HCV assessment was conducted with details as follows; "Laporan Penilaian Konservasi Tinggi (HCV) &amp; Biodiversiti; Ladang FGVPM Semaring 01 dated 24/05/2018 and FGVAS Kerteh dated 03/08/2018". This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department respectively.</p> <p>In summary there was no HCV present in the FGVAS Kerteh Estate and FGVPM Semaring 01 Estate except for buffer zone for Sungai FGVPM Semaring 01 and Sg Balau and Boundary of Hutan Simpan Chemeron internal drainage flowing at FGVPM Semaring 01 Estate.</p> <p>The reports detailed the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&amp;C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following: -</p> <p>a) General biodiversity issues</p> <p>b) Watercourses and drainage</p> <p>c) Habitats natural and man-made</p> <p>d) Wildlife</p> <p>e) Ponds and reservoirs</p> <p>f) Wetlands /watercourses</p> <p>g) Legal aspects</p> <p>h) Immediate and long-term effect</p> <p>Sighted Management Plan and Monitoring Plan of HCV Area has been established for the year (2018-2023). Among topic in the management plan were: -</p>	<p>Complied</p>
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		<ul style="list-style-type: none"> <li>• Install signage at forest boundary</li> <li>• Monitoring of endangered species from animal sighting record</li> <li>• Awareness training and campaign related HCV and RTE</li> <li>• To cooperate with Jabatan Perhilitan</li> </ul> <p>Relevant programme to workers pertaining awareness of HCV areas and RTE observed conducted. Interview with employees noted that have good awareness on Not to capture, harm, kill any wildlife, Disciplinary measures shall be taken if found violating company rules. Training on HCV has been conducted on 18/05/2022 at FGVP Semaring 01 Estate.</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not Applicable	Not Applicable
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	There was no new planting in other estates after 15/11/2018. 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.	Complied
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated	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	Complied

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	<p>agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>(RTE) species, or HCVs, are present or are affected by plantation or mill operations.</p>	
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Refer "Laporan Penilaian Konservasi Tinggi (HCV) &amp; Biodiversiti; Ladang FGVP M Semaring 01 and Ladang Kerteh" Based on the report mentioned, there is no HCV presence at the mill and supply bases. Nonetheless, employees are educated through morning briefing and signage about the restriction of hunting wildlife. Based on interview with employees, they have good understanding on RTE and the possible legal action that can be charged against should they found to capture, harm, collect, trade, possess or kill the RTE species.</p>	Complied
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>Verification of records and site visit have confirmed that there is no new development after 15/11/2018</p>	Complied
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new land clearing affecting areas of HCVs, HCS forests peatland and other conservation areas. Not applicable since there is no land clearing after November 2005.</p>	Complied



**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2022** for **Kerteh POM** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

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

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	1.00
PKO	0.00

Extraction	%
OER	20.28
KER	5.15

Production	t/yr
FFB Process	207,810.00
CPO Produced	42,139.12
PKO Produced	10,711.50

Land Use	Ha
OP Planted Area	1,081.99
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
<b>Total</b>	<b>1,081.99</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	10686.41	2.53	0.00	0.00	0.00	0.00	10686.41	2.53
CO <sub>2</sub> Emission from fertilizer	598.56	0.14	0.00	0.00	0.00	0.00	598.56	0.14
NO <sub>2</sub> Emission	421.10	0.10	0.00	0.00	0.00	0.00	421.10	0.10
Fuel Consumption	79.93	0.02	0.00	0.00	0.00	0.00	79.93	0.02
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Sink</b>								
Crop Sequestration	-10129.30	0.00	0.00	0.00	0.00	0.00	-10129.30	0.00
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>1656.70</b>	<b>0.39</b>	<b>0.00</b>	<b>0.00</b>	<b>50487.77</b>	<b>0.00</b>	<b>52144.47</b>	<b>0.39</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	0.00	0.00
Fuel Consumption	205.80	0.00
Grid Electricity Utilization	461.23	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	667.04	0.00

**Summary of Kernel Crusher Emission and Credit (if applicable)**

Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	0.00

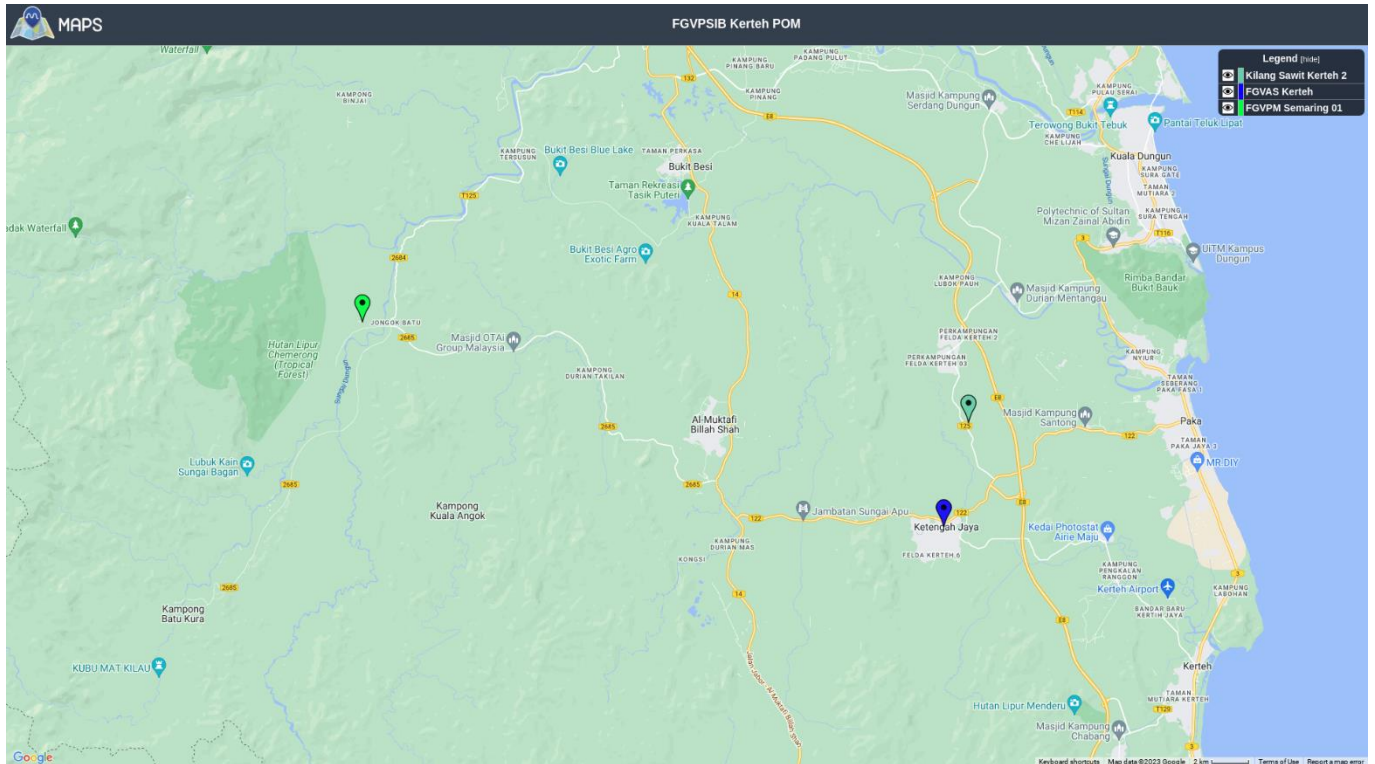
\*This mill has no kernel crusher operation.

<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

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

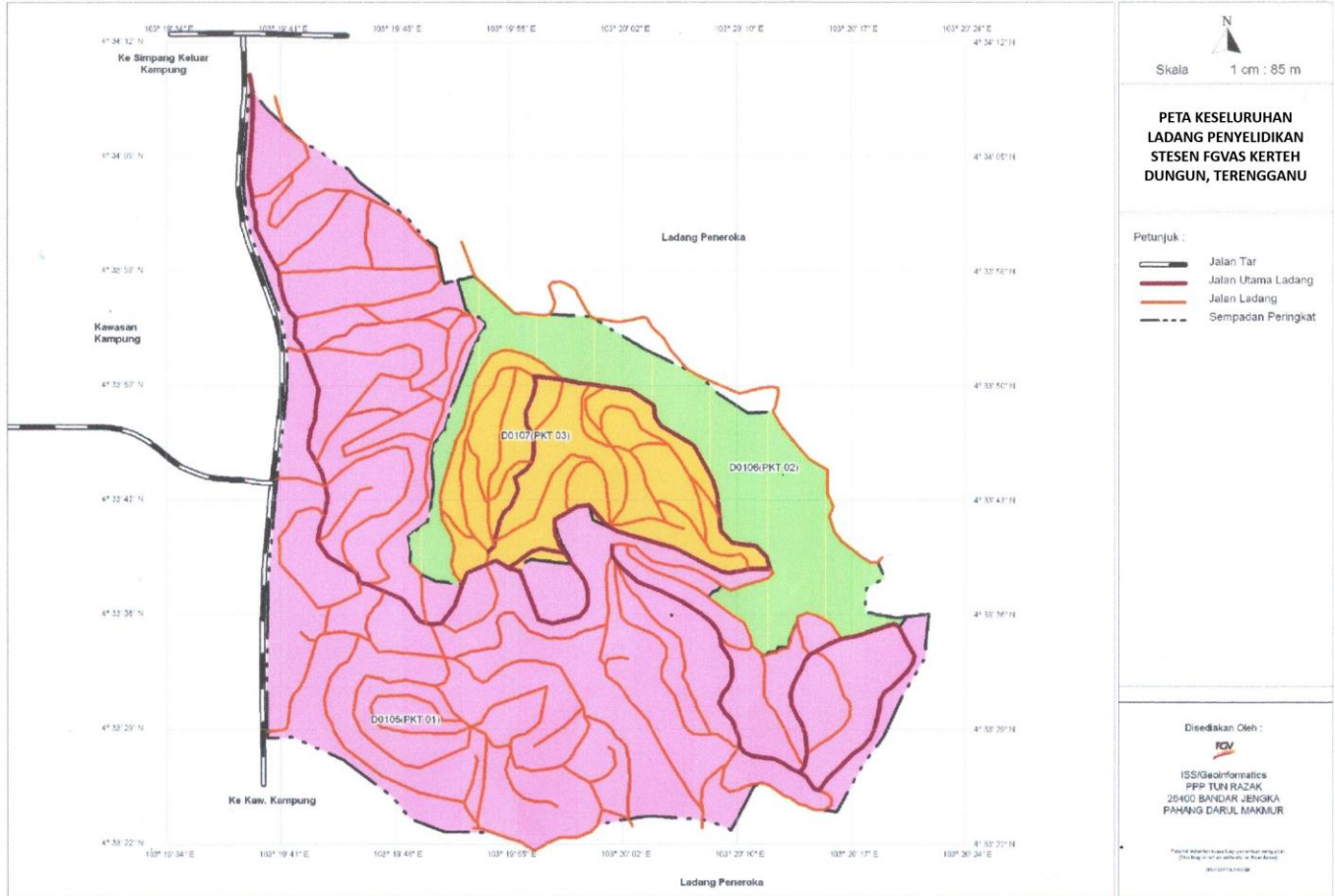
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**Appendix C: Location Map of Certification Unit and Supply bases**



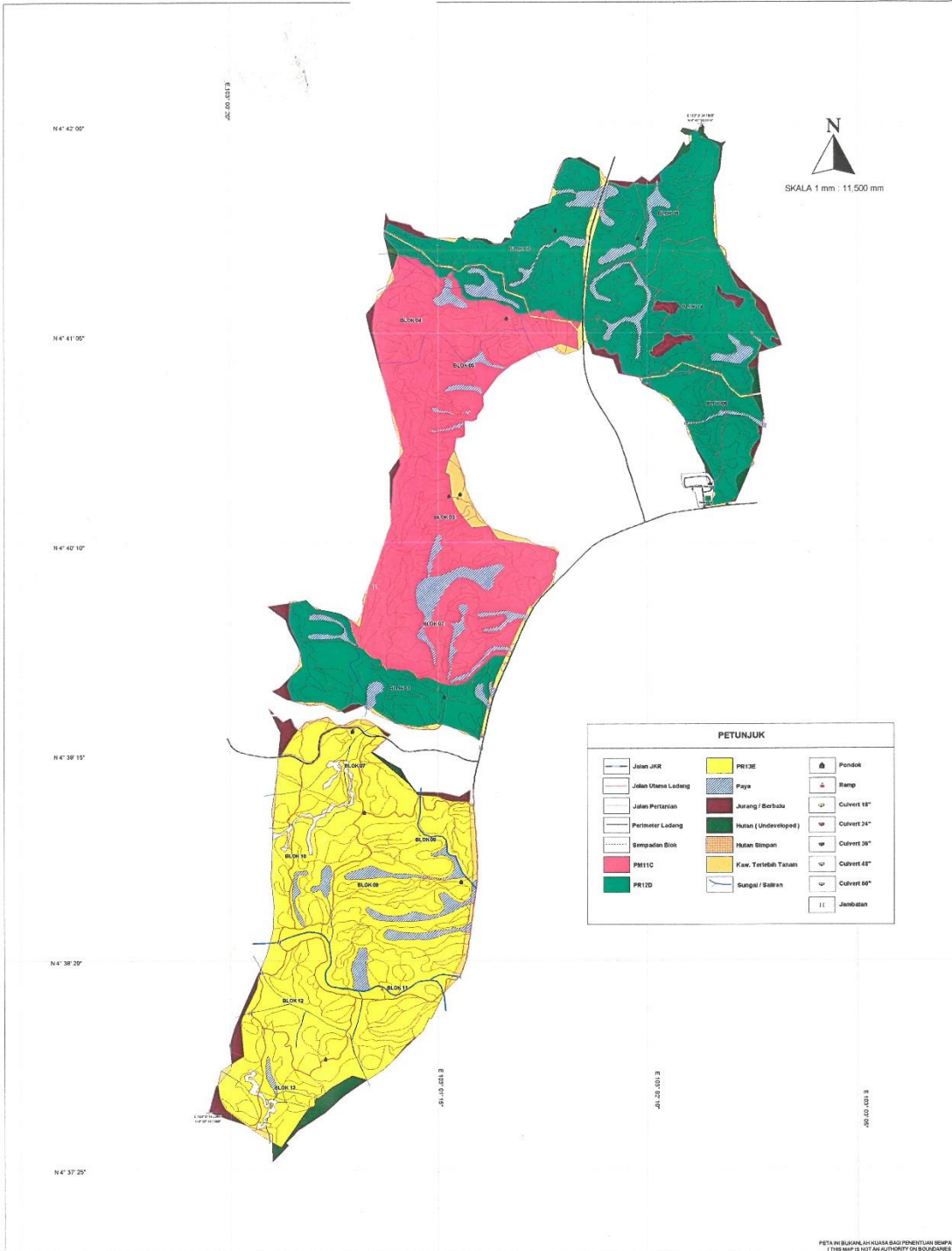
**Appendix D: Estate Field Map**

**STESEN PENYELIDIKAN FGVAS KERTEH, DUNGUN**



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**FGV**  
 FELDA GLOBAL VENTURES PLANTATIONS (MALAYSIA) SDN. BHD.  
**LADANG FGV SEMARING 01**



PETA MELUKAKAN HILUKS DAN FENOMENA LINDAPAN  
 (THIS MAP IS NOT AN AUTHORITY ON BOUNDARIES)

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**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								
<b>Total</b>									

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