

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (2_3)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

Client Company Name / Parent Company: IOI Corporation Berhad
Client Company / Parent Company Address: IOI City Tower 2, Lebuhr IRC, IOI Resort City 62502 Putrajaya, Malaysia
Certification Unit: Dynamic Plantations Bhd – Gomali Palm Oil Mill
Location of Certification Unit: 5th Mile, Jalan Gemas-Batu Anam, Batu Anam, Segamat 85100, Johor, Malaysia.
Date of Final Report: 27/06/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	IOI Corporation Berhad		
RSPO Membership Number	2-0002-04-000-00	Membership Approval Date	17/05/2004
Address	Head Office: IOI City Tower 2, Lebuhr IRC, IOI Resort City, 62502 Putrajaya, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Dynamic Plantations Bhd - Gomali Palm Oil Mill		
Location / Address	5th Mile, Jalan Gemas-Batu Anam, Batu Anam, Segamat 85100, Johor, Malaysia.		
Website	www.ioigroup.com		
Management Representative	William Siow Kar Dat (Sustainability Manager, Plantation Division, IOI HQ)	E-mail	william.siow@ioigroup.com
Telephone	+603-89478888 (Head Office)	Facsimile	+603-89432266 (Head Office)

2. Certification Information			
Certificate Number	RSPO 727112	Certificate Start Date	23/08/2020
Date of First Certification	23/08/2010	Certificate Expiry Date	22/08/2025
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the assessment was to conduct an surveillance assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	120 MT/Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 727190	Part 3 of MS 2530 – Plantations and organized smallholders	BSI Services Malaysia Sdn. Bhd	09/09/2023
MSPO 727189	Part 4 of MS2530- Palm Oil Mill	BSI Services Malaysia Sdn. Bhd	09/09/2023
MSPO 727219	Malaysian Sustainable Palm Oil Supply Chain Certification Standard (MSPO SCCS) under the MSPO Certification Scheme	BSI Services Malaysia Sdn. Bhd	28/08/2024
EU-ISCC-Cert-DE100-01719121	ISCC EU	SGS Germany GmbH	31/08/2022

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Gomali POM	5th Mile, Jalan Gemas-Batu Anam, K.B. No. 102, 85100 Segamat, Johor, Malaysia.	2°36'38.47"N	102°40'45.98"E
Gomali Estate	Jalan Gemas-Batu Anam, K.B. No. 102, 85100 Segamat, Johor, Malaysia.	2°36'41.07"N	102°40'24.00"E
Paya Lang Estate	Batu Anam, 85100 Segamat, Johor, Malaysia.	2°34'56.06"N	102°42'27.06"E
Tambang Estate	Tambang Estate, Batu Anam, Segamat 85100 Johor, Malaysia.	2°37'55.01"N	102°42'59.01"E
Sagil Estate	8 Milestone, Jalan Tangkak-Segamat, 84900 Tangkak, Johor, Malaysia	2°18'54.01"N	102°38'04.09"E
Regent Estate	2nd Mile, Jalan Batang Melaka, 73200 Gemencheh, Negeri Sembilan, Malaysia	2°30'50.06"N	102°24'16.08"E
Bahau Estate	Batu 5, Jalan Bahau-Rompin, 72100 Bahau, Negeri Sembilan, Malaysia.	2°48'32.06"N	102°26'55.04"E
Kuala Jelei Estate	5KM, Jalan Tampin, 72109 Bahau, Negeri Sembilan, Malaysia	2°46'28.04"N	102°23'23.01"E
Bertam Estate	Flora Horizon Sdn Bhd, Bertam Estate, 76100 Durian Tunggal, Melaka, Malaysia.	2°18'14.05"N	102°17'05.06"E
Jasin Lalang Estate	Air Merbau, Jalan Jasin Bemban, Jasin Melaka, Malaysia	2°15'16.09"N	102°25'16.03"E

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Bukit Dinding Estate	1 1/2 Miles, Jalan Mentakab, 28600 Karak, Pahang.	3°23'28.05"N	102°04'31.08"E
Bukit Serampang Estate	KM 12, Jalan Sagil –Tangkak, 84900 Tangkak, Johor	2°19'25.26"N	102°41'18.19"E

5. Description of Supply Base

New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Gomali Estate	2,171.00	4.25	380.50	2,555.75	84.95
Paya Lang Estate	1,560.00	2.51	904.74	2,467.25	63.23
Tambang Estate	1,556.00	0.94	453.76	2,010.70	77.39
Sagil Estate	1,321.00	7.58	1,176.41	2,504.99	52.73
Regent Estate	2,121.00	2.72	176.49	2,300.21	92.21
Bahau Estate	2,629.00	3.16	206.33	2,838.49	92.62
Kuala Jelei Estate	631.00	2.68	45.58	679.26	92.90
Bertam Estate	309.00	0.00	32.98	341.98	90.36
Jasin Lalang Estate	694.00	0.35	53.08	747.43	92.85
Bukit Dinding Estate	1,445.00	46.82	168.61	1,660.43	87.03
Bukit Serampang Estate	*2,126.00	**9.70	***589.42	2,725.13	78.01
Total	16,563.00	80.71	4,187.90	20,831.61	79.51

Note:

- 1) Paya Lang Estate
 - Reduce of 267 ha oil palm planted hectare as compared to ASA2-2, due to conversion of oil palm to coconut.
 - Increase of 267ha on infrastructure & other due to reclassification of previous area planted with oil palm is now coconut.
- 2) Tambang Estate
 - Reduce of 249ha of oil palm planted hectare as compared to ASA2-2, due to conversion of oil palm to coconut.
 - Increase of 249ha on infrastructure & other due to reclassification of previous area planted with oil palm is now coconut.
- 3) Sagil Estate
 - Reduce of 423ha planted hectare as compared to ASA2-2, due to conversion of oil palm to coconut and changes of river and steep area after GIS remapping done.
 - Reduce of 0.12ha of HCV area as compared to ASA2-2, due re-align the river and steep boundaries based on the latest GIS remapping.
 - Increase of 423.12ha on infrastructure and others due to reclassification of previous area planted with oil palm is now coconut and reclassification of HCV area.
- 4) Regent Estate
 - Reduce of 12ha oil palm planted hectare as compared to ASA2-2, due to conversion of oil palm to coconut and increase of HCV & conservation area after GIS remapping.

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- Increase of 0.07ha of HCV area as compared to ASA2-2, due to GIS remapping on river.
 - Increase of 11.87ha infrastructure & others due to 9ha of oil palm conversion to coconut, increase of road 1.81ha, increase of river riparian reserve for 0.45ha, reduce 0.27ha of vacant area (Flooded area), increase 0.08ha forest with rocky surface, 0.16ha increase of rock area and increase of 0.01ha of Tamil School, 0.63ha newly declare swamp area based on the current UAV imagery.
 - Reduce of 0.06 ha of total certified area as compared to ASA2-2, due to change of land title from the Land Department.
- 5) Bukit Serampang Estate
- Reduce of 245ha of oil palm planted as compared to ASA2-2, due to conversion of oil palm to coconut and HCV GIS remapping.
 - Increase of 0.23ha of HCV area due to GIS river remapping.
 - Increase 244.77ha in infrastructure & others area due to reclassification of previous area planted with oil palm is now coconut.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Gomali Estate	390.00	558.00	1,221.00	2.00	1,781.00	390.00
Paya Lang Estate	13.00	767.00	780.00	-	1,547.00	13.00
Tambang Estate	75.00	511.00	970.00	-	1,481.00	75.00
Sagil Estate	227.00	720.00	374.00	-	1,094.00	227.00
Regent Estate	535.00	877.00	709.00	-	1,586.00	535.00
Bahau Estate	448.00	1,511.00	670.00	-	2,181.00	448.00
Kuala Jelei Estate	-	82.00	549.00	-	631	0.00
Bertam Estate	-	-	309.00	-	309	0.00
Jasin Lalang Estate	-	82.00	265.00	347.00	694	0.00
Bukit Dinding Estate	-	545.00	900.00	-	1,445.00	0.00
Bukit Serampang Estate	160.00	354.00	1,433.00	179.00	1,966.00	160.00
Total (ha)	1,848.00	6,007.00	8,180.00	528.00	14,715.00	1,848.00

Note:

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (May 2022 – Apr 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (May 2022 – July 2022)	Current license period (Aug 2022 – Apr 2023)	
Gomali Estate	34,250.00	13,427.90	23,722.63	33,697.00
Paya Lang Estate	36,060.00	12,896.75	19,694.11	35,750.00
Tambang Estate	26,617.00	8,546.06	16,148.17	20,021.00

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Sagil Estate	18,990.00	7,838.51	13,961.90	18,640.00
Regent Estate	35,020.00	9,333.9	17,743.04	35,967.00
Bahau Estate	44,990.00	14,950.76	28,027.96	55,456.00
Kuala Jelei Estate	13,160.00	5,107.66	9,828.31	12,740.00
Bertam Estate	7,510.00	2,289.14	5,993.51	8,374.00
Jasin Lalang Estate	12,590.00	4,223.76	7,261.97	12,500.00
Bukit Dinding Estate	34,680.00	5,366.75	12,791.87	34,950.00
Bukit Serampang Estate	38,450.00	9,596.64	17,916.14	21,069.00
Total	302,317.00	266,667.44		289,164.00

Note: Bertam Estate to have a yield of 27.10MT / Ha /Year compared to other estates in Gomali Grouping because the oil palm stands in Bertam Estate is higher as the estate had lesser Ganoderma infestation. Furthermore, the fertilizer program is up to date for the estate and no carry forward fertilizer program for the last few years.

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (May 2022 – Apr 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (May 2022 – July 2022)	Current license period (Aug 2022 – Apr 2023)	
Segamat Estate		0.00	1,238.91	
Pukin Estate		0.00	1,384.71	
Shahzan IOI 1 Estate		0.00	1,256.17	
Shahzan IOI 2 Estate		0.00	1,161.49	
Leepang A Estate		0.00	159.40	
Total		5,200.68		

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

Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (May 2022 – Apr 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (May 2022 – July 2022)	Current license period (Aug 2022 – Apr 2023)	
N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A		N/A

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	May 2022	25,427.91	-	25,427.91
2	Jun 2022	24,808.05	-	24,808.05
3	July 2022	20,372.88	-	20,372.88
4	Aug 2022	22,968.99	-	22,968.99
5	Sept 2022	26,597.08	-	26,597.08
6	Oct 2022	25,299.73	-	25,299.73
7	Nov 2022	23,949.45	-	23,949.45
8	Dec 2022	23,889.87	-	23,889.87
9	Jan 2023	20,208.88	-	20,208.88
10	Feb 2023	21,711.83	-	21,711.83
11	Mar 2023	20,779.29	-	20,779.29
12	Apr 2023	15,854.16	-	15,854.16
TOTAL		271,868.12	-	271,868.12

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 2022 – July 2023)	Actual (May 2022 – Apr 2023)		Forecast (Aug 2023 – July 2024)
	Previous license period (May 2022 – July 2022)	Current license period (Aug 2022 – Apr 2023)	
FFB	FFB		FFB
302,318 mt	93,577.83 mt	178,290.29 mt	289,164.00 mt
	TOTAL	271,868.12 mt	
CPO (OER: 22.50%)	CPO (OER: 20.73%)		CPO (OER: 22.00%)
68,021.55 mt	20,064.98 mt	36,287.62 mt	63,616.08 mt
	TOTAL	56,352.60 mt	
PK (KER: 5.75%)	PK (KER: 4.42%)		PK (KER: 4.50%)
17,473.98 mt	4,118.32 mt	7,894.62	13,012.38 mt
	TOTAL	12,012.94 mt	
Note:			

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month – Year	Certified CPO (MT)	Certified PK (MT)
1	May 2022	5,492.58	1,091.55
2	Jun 2022	5,269.21	1,082.76
3	July 2022	4,482.04	939.68
4	Aug 2022	4,821.15	1,004.33
5	Sept 2022	5,565.94	1,195.93
6	Oct 2022	5,195.94	1,096.25
7	Nov 2022	4,747.36	994.33
8	Dec 2022	4,840.43	1,086.79
9	Jan 2023	4,183.89	923.71
10	Feb 2023	4,227.25	940.39
11	Mar 2023	4,127.22	949.73
12	Apr 2023	3,399.59	707.49
TOTAL		56,352.60	12,012.94

11. Summary of Actual Volume sold					
Current License period (Aug 2022 – Apr 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	35,885.47	-	-	279.73	36,165.20
PK (MT)	8,721.95	-	-	-	8,721.95
Credits	-	-	-	-	-
Previous License period (May 2022 – July 2022)					
CPO (MT)	17,165.28	-	-	298.00	17,463.28
PK (MT)	2,244.35	-	-	-	2,244.35
Credits	-	-	-	-	-

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	Buyer ABC	TRXXXXXX	53,050.75	-
2	Buyer ABC	TRXXXXXX	-	10,966.30
TOTAL			53,050.75	10,966.30

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Note: Data is consolidated, and each transaction were verified against PalmTrace

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

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1.	Buyer ABC	577.73	-
TOTAL		577.73	-

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (not applicable)			Actual (not applicable)			Forecast (not applicable)		
	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			NA			NA			NA
IS-CSPO	NA	NA		NA	NA		NA	NA	
IS-CSPKO	NA	NA		NA	NA		NA	NA	
IS-CSPKE	NA	NA		NA	NA		NA	NA	
CSPK	NA	NA		NA	NA		NA	NA	

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

Note:

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (not applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (not applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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)
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **22/05/2023 to 26/05/2023**. 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 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 methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 2 (Recertification)	Year 2 (ASA 2_1)	Year 3 (ASA 2_2)	Year 4 (ASA 2_3)	Year 5 (ASA 2_4)
Gomali POM	✓	✓	✓	✓	✓
Gomali Estate		✓		✓	
Paya Lang Estate		✓		✓	
Tambang Estate		✓		✓	
Sagil Estate		✓			✓
Regent Estate			✓		✓
Bahau Estate	✓		✓		✓
Kuala Jelei Estate	✓		✓		
Bertam Estate	✓				
Jasin Lalang Estate	✓			✓	
Bukit Dinding Estate			✓		✓
Bukit Serampang			✓		

Tentative Date of Next Visit: May 20, 2024 - May 24, 2024

Total Number of Mandays: 15 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Nor Halis Abu Zar (NHA)	Team Leader	<p>Education: Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p>Work Experience: 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>Training attended: 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>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Occupation Health Safety requirement, HIRARC, Environment responsibility, training, RSPO supply chain.</p>
Muhammad Fadzli bin Masran (MFM)	Team Member	<p>Education: Holds a Bachelor Degree in Forestry Science, graduated from University Putra Malaysia.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, MSPO Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, MSPO Supply Chain Certification System (SCCS) Auditor Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Course, HCV and GIS Training, RSPO Independent Smallholder (IHS) Auditor Training, SMETA Requirements Training in April 2021, Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, RSPO supply chain and HCV.</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p>Education: Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years' experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001:2015 Lead Auditor Course, ISO14001:2015 Lead Auditor Course, ISO45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO P&C and SCCS Refresher Training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p>
	Peer Reviewer	N/A

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Accompanying Persons:

Name	Role
Muhammad Naquiuddin Mazeli	Observer

2.3 Assessment Plan

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

Date	Time	Subjects	NHA	MFM	MRM
Sunday 21/05/2023	-	Audit Team Travel from Kuala Lumpur to Segamat	√	√	√
Monday, 22/05/2023 Gomali Estate	08.30 – 09.00	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√	√	√
	09.00 – 12.30	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.	√	√	√
	12.30 – 13.30	Lunch	√	√	√
	13.30 – 16.30	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.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Tuesday, 23/05/2023 Gomali POM	08.30 – 12.30	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, etc.	√	√	√
	10.00 – 12.00	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)			
	12.30 – 13.30	Lunch	√	√	√

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Date	Time	Subjects	NHA	MFM	MRM
	13.30 – 16.30	Lab, weighbridge, and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation. RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Wednesday 24/05/2023 Paya Lang Estate	08.30 – 12.30	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.	√	√	√
	12.30 – 13.30	Lunch	√	√	√
	13.30 – 16.30	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.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Thursday 25/03/2023 Tambang Estate	08.30 – 12.30	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.	√	√	√
	12.30 – 13.30	Lunch	√	√	√
	13.30 – 16.30	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.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√

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Date	Time	Subjects	NHA	MFM	MRM
Friday 26/05/2023 Jasin Lalang Estate	08.30 - 12.30	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.	√	√	√
	12.30 - 13.30	Lunch & Friday Prayer	√	√	√
	13.30 - 16.00	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.)	√	√	√
	16.00 - 16.15	Audit Team Discussion and report preparation	√	√	√
	16.15 - 17.00	Closing Meeting	√	√	√
Saturday 27/05/2023	-	Audit Team Travel 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?	Yes. Time bound plan included all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company. IOI Time Bound Plan has been approved by RSPO on 19/05/2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. Refer to IOI Corporation Berhad Time Bound Plan updated as of 19/05/2023 was approved RSPO. The approved TBP states that IOI Corporation Berhad plans to achieve 100% RSPO Certification for all estates and mills by 2025.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisition. For PT Sawit Nabati Agro (SNA) all group except PT Kalimantan Prima Agro Mandiri (KPAM) has undergone certification audit. Meanwhile, for PT KPAM and IOI Pelita is planning to be certified in 2024 and 2025 respectively. Due to pandemic and in the process of obtaining the complete HGU and TBP has been approved by RSPO on 19/05/2023 for PT SNA and PT KPAM. Besides, the new proposed timebound for IOI Pelita approved by RSPO is justified as subject to the time requires for land survey endorsement and land excised activities. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has been audited on 28/11/2022 to 03/12/2022.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	IOI RSPO Time Bound Plan is approved by RSPO with valid justification from IOI	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes. PT Sawit Nabati Agro is Estates under IOI Group which consist of 4 estates which is PT Berkat Nabati Sawit, PT Sukses Karya Sawit, PT Bumi Sawit Sejahtera and PT Kalimantan Prima Agro Mandiri. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has undergone certification audit while PT KPAM plan to be certified in 2024. Due to Pandemic and in the process of obtaining the complete HGU and TBP has been approved by RSPO on 19/05/2023. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has been audited on 28/11/2022 to 03/12/2022. IOI Pelita plan to be certified in 2025 and justified as subject to the time requires for land survey endorsement and land excised activities in reference to the approved TBP dated 19/05/2023	Complied

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<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>No. Refer to IOI Corporation Berhad Time Bound Plan updated as of 19/05/2023 and IOI ACOP 2021 under Time Bound Plan section (Section 4.2.1) which was submitted to RSPO. There have not been any isolated lapses in implementation of the plan. Plan for Certification has been conducted as per approved plan which year of 2022. Sites had been audited on 28/11/2022- 03/12/2022 and Major NC closure had been conducted on 10th to 11th May 2023. The report is currently in the process of reviewing through peer reviewer.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No. Refer to IOI Corporation Berhad Time Bound Plan updated as of 19/05/2023 and IOI ACOP 2021 under Time Bound Plan section (Section 4.2.1) which was submitted to RSPO. There has not been any isolated lapses in implementation of the plan.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Updates on the RSPO CP Complaints case tracking were referred to on issues related to this on IOI's uncertified units prior to and during the audit. Verified that incidences of HCV clearance that were reported at the IOI's uncertified unit at Kalimantan, Indonesia namely PT Bumi Sawit Sejahtera since year 2010 is being resolved as per the RSPO NPP and RSPO CP Complaints processes. Another 1 unit, namely PT Kalimantan Prima Agro Mandiri at Kalimantan, had undergone the NPP Public Consultation and approved in April 2018 and HCSA Peer Review Assessment completed in May 2018. Currently, the plantation is under development and pending issuance by the Local Government HGU. Reports on the NPP progress made to resolve the issues at the said units were checked and monitored till latest update made available on: https://askrspo.force.com/Complaint/s/case/50090000028Erz8AAC/detail As off this audit, there has been no other incidences of any replacement of primary forest at any other area under the IOI group</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>The concession in Indonesia PT Kalimantan Prima Agro Mandiri had undergone the NPP process prior to any new planting. RSPO has approved PT Kalimantan Prima Agro Mandiri NPP Summary Report and was published on the RSPO website for public notification on 13 April 2018. The NPP public notification could be assessed through the link below: https://rspo.org/certification/new-planting-procedure/public-consultations/page/2? HCSA Peer Review Assessment completed on 14 May 2018. The HCSA Peer Review Report and Summary</p>	<p>Complied</p>

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	Report could be assessed through the link below: http://highcarbonstock.org/wp-content/uploads/2018/05/PRR-PT.-KPAM.pdf	
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.	Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility as per the link below: https://askrspo.force.com/Complaint/s/case/50090000028ErzqAAC/detail This is further check in the website: https://www.rspo.org/certification/remediation-and-compensation/racp-tracker . Only 1 (one) management unit identified with potential liability and require concept note and remediation plan as reported in case tracker. Further information on the current progress is available in IOI Corporation Berhad’s website: (https://www.ioigroup.com/sustainability/ioi-pelita-current-progress). The land conflict in IOI Pelita had been resolved and the complaint was formally closed. Further information on the status of the case is available in RSPO Complaints Portal website Case: GR-000926 (force.com) Details of the process taken by IOI for the conclusion of the issue can be referred in the IOI website https://www.ioigroup.com/sustainability/ioi-pelita-current-progress ; https://www.ioigroup.com/press-releases/ioi-announces-final-settlement-of-the-ioi-pelita-sarawak-land-dispute-case	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	There were no labour disputes reported. IOI continued to monitor the labour issue. The JCC Meeting that involved by top management was conducted to ensure there is no labour issue in IOI business. Website checked confirmed that there is no issue on Labour Disputes.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	There was no legal non-compliance reported. IOI 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. Website checked confirmed that there is no issue on Legal non-compliance.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes,	Yes. Internal audit was carried out for IOI Pelita Plantation Sdn Bhd (Sejap Estate) and PT Sawit Nabati Agro Group in November 2022. A positive assurance statement was available and justified. Where related to	Complied

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a positive assurance statement shall be available and justified.	land rights, IOI is actively resolving it. Frequency on internal audit was conducted on yearly basis.	
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	No non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders' consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective units.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

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

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
							Any revision from the last approved TBP?	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Pamol Kluang	Pamol Kluang POM	-	Certified		2010	24/4/2022	No			
	Pamol Timur Estate	2,296.11	Certified		2010	24/4/2022	No			
	Pamol Barat Estate	2,310.32	Certified		2010	24/4/2022	No			
	Mamor Estate	2,230.00	Certified		2010	24/4/2022	No			
	Unijaya Estate	1,260.50	Certified		2010	24/4/2022	No			
	Kahang Estate	2,419.90	Certified		2010	24/4/2022	No			
	Swee Lam Estate	1,160.96	Certified		2010	24/4/2022	No			
Bukit Leelau	Bukit Leelau POM	-	Certified		2010	29/12/2021	No			
	Bukit Leelau Estate	2,096.00	Certified		2010	29/12/2021	No			
	Detas Estate	2,225.78	Certified		2010	29/12/2021	No			
	Merchong Estate	1,952.50	Certified		2010	29/12/2021	No			
	Mekassar Estate	1,209.39	Certified		2010	29/12/2021	No			
	Leepang A Estate	2,403.70	Certified		2010	29/12/2021	No			
	Laukin A Estate	1,619.90	Certified		2010	29/12/2021	No			
Gomali	Gomali POM	-	Certified		2010	24/8/2021	No			
	Gomali Estate	2,555.75	Certified		2010	24/8/2021	No			

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	Paya Lang Estate	2,467.25	Certified		2010	24/8/2021	No			
	Tambang Estate	2,010.70	Certified		2010	24/8/2021	No			
	Sagil Estate	2,504.99	Certified		2010	24/8/2021	No			
	Regent Estate	2,300.27	Certified		2010	24/8/2021	No			
	Bahau Estate	2,841.41	Certified		2010	24/8/2021	No			
	Kuala Jelai Estate	679.2600	Certified		2010	24/8/2021	No			
	Bertam Estate	448.8000	Certified		2010	24/8/2021	No			
	Jasin Lalang Estate	750.75	Certified		2010	24/8/2021	No			
Pukin	Pukin POM	-	Certified		2012	13/6/2022	No			
	Pukin Estate	2,428.12	Certified		2012	13/6/2022	No			
	Shahzan IOI 1 Estate	1,562.98	Certified		2012	13/6/2022	No			
	Shahzan IOI 2 Estate	1,640.74	Certified		2012	13/6/2022	No			
	Segamat Estate	1,896.40	Certified		2012	13/6/2022	No			
	Leepang A Estate	2,725.12	Certified		2012	13/6/2022	No			
	Bukit Serampang Estate	2,403.70	Certified		2012	13/6/2022	No			
Unico Group	Unico POM	-	Certified		2018	5/7/2021	No			
	Unico 6 Estates	2,060.00	Certified		2018	5/7/2021	No			
	Ladang Asas Estates	1,909.00	Certified		2018	5/7/2021	No			
Unico Desa	Unico Desa POM	-	Certified		2018	16/5/2022	No			
	Unico 1 Estate	2,317.50	Certified		2018	16/5/2022	No			
	Unico 2 Estate	2,352.02	Certified		2018	16/5/2022	No			
	Unico 3 Estate	2,203.80	Certified		2018	16/5/2022	No			

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	Unico 4 Estate	2,235.69	Certified		2018	16/5/2022	No			
	Unico 5 Estate	2,287.47	Certified		2018	16/5/2022	No			
Morisem	Morisem POM	-	Certified		2013	18/12/2021	No			
	Morisem 1 Estate	2,032.00	Certified		2013	18/12/2021	No			
	Morisem 2 Estate	2,042.14	Certified		2013	18/12/2021	No			
	Morisem 3 Estate	2,013.70	Certified		2013	18/12/2021	No			
	Morisem 4 Estate	2,023.00	Certified		2013	18/12/2021	No			
	Leepang 2 Estate	2,159.19	Certified		2013	18/12/2021	No			
	Syarimo	Syarimo POM	-	Certified		2013	20/3/2022	No		
Syarimo 1 Estate		1,914.00	Certified		2013	20/3/2022	No			
Syarimo 2 Estate		1,986.52	Certified		2013	20/3/2022	No			
Syarimo 3 Estate		2,442.02	Certified		2013	20/3/2022	No			
Syarimo 4 Estate		2,376.95	Certified		2013	20/3/2022	No			
Syarimo 5 Estate		2,267.55	Certified		2013	20/3/2022	No			
Baturong	Baturong POM	-	Certified		2010	8/10/2021	No			
	Baturong 1 Estate	2,698.00	Certified		2010	8/10/2021	No			
	Baturong 2 Estate	2,315.00	Certified		2010	8/10/2021	No			
	Baturong 3 Estate	1,807.00	Certified		2010	8/10/2021	No			
	Cantawan Estate	1,163.00	Certified		2010	8/10/2021	No			
Leepang	Leepang POM	-	Certified		2013	16/12/2021	No			
	Morisem 5 Estate	1,889.00	Certified		2013	16/12/2021	No			
	Leepang 1 Estate	2,364.04	Certified		2013	16/12/2021	No			

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	Leepang 5 Estate	1,690.67	Certified		2013	16/12/2021	No			
	Permodalan 1 Estate	2,253.82	Certified		2013	16/12/2021	No			
	Permodalan 2 Estate	2,141.52	Certified		2013	16/12/2021	No			
Mayvin	Mayvin POM	-	Certified		2010	22/12/2021	No			
	Mayvin 1 Estate	1,610.00	Certified		2010	22/12/2021	No			
	Mayvin 2 Estate	1,812.81	Certified		2010	22/12/2021	No			
	Tangkulap Estate	2,277.45	Certified		2010	22/12/2021	No			
	Mayvin 5 Estate	1,765.18	Certified		2010	22/12/2021	No			
	Mayvin 6 Estate	1,836.82	Certified		2010	22/12/2021	No			
	Sakilan	Sakilan POM	-	Certified		2010	16/4/2022	No		
Sakilan Estate		2,296.37	Certified		2010	16/4/2022	No			
Linbar 1 Estate		2,628.17	Certified		2010	16/4/2022	No			
Linbar 2 Estate		2,211.83	Certified		2010	16/4/2022	No			
Pamol Sabah	Pamol Sabah POM	-	Certified		2016	30/11/2021	No			
	Ulu Estate	1,834.72	Certified		2016	30/11/2021	No			
	Bayok Estate	2,209.93	Certified		2016	30/11/2021	No			
	Rungus Estate	2,126.55	Certified		2016	30/11/2021	No			
	Tindakon Estate	2,051.02	Certified		2016	30/11/2021	No			
	Nangoh Estate	2,279.35	Certified		2016	30/11/2021	No			
	Meliau Estate	2,998.65	Certified		2016	30/11/2021	No			
	Sugut Estate	1,792.34	Certified		2016	30/11/2021	No			
Ladang Sabah	Ladang Sabah POM	-	Certified		2013	10/4/2022	No			

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	Bimbangan 1 Estate	1,937.39	Certified		2013	10/4/2022	No			
	Bimbangan 2 Estate	1,955.61	Certified		2013	10/4/2022	No			
	Labuk Estate	2,668.50	Certified		2013	10/4/2022	No			
	Moynod Estate	3,043.71	Certified		2013	10/4/2022	No			
	Luangmanis Estate	2,713.29	Certified		2013	10/4/2022	No			
	Laukin Estate	2,503.53	Certified		2013	10/4/2022	No			
	Terusan Baru Estate	2,128.00	Certified		2013	10/4/2022	No			
	Sungai Sapi Estate	1,299.30	Certified		2013	10/4/2022	No			
PT Sawit Nabati Agro	PT. Sukses Karya Sawit (SKS) POM		Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	SKS 1 Estate	1,396.81	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	SKS 2 Estate	3,156.39	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	SKS 3 Estate	3,126.80	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	PT Berkat Nabati Sawit (BNS) 1 Estate	2,867.42	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023

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	BNS 2 Estate	1,513.94	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	BNS 3 Estate	2,128.60	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	BNS 4 Estate	2,320.04	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	PT Bumi Sawit Sejahtera (BSS) 1 Estate	3,563.85	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	BSS 2 Estate	2,041.15	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	BSS 3 Estate	2,509.10	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	BSS 4 Estate	1,689.90	Not Certified	2021		3/12/2022	Yes	2023	Due to Pandemic and in the process of obtaining the complete HGU	19/5/2023
	PT Kalimantan Prima Agro Mandiri (KPAM) 1 Estate	2,408.00	Not Certified	2023		3/12/2022	No	2024		4/11/2022

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	KPAM 2 Estate	2,499.83	Not Certified	2023		3/12/2022	No	2024		4/11/2022
	KPAM 3 Estate	2,307.02	Not Certified	2023		3/12/2022	No	2024		4/11/2022
	KPAM 4 Estate	1,252.15	Not Certified	2023		3/12/2022	No	2024		4/11/2022
IOI Pelita Plantation Sdn Bhd	Sejap Estate	4,959.80	Not Certified	2025		Nov 2021	Yes	2025	Subject to the time required for land survey endorsement and land excised activities.	19/5/2023

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 zero (0) Critical; 1 (one) Minor nonconformities and zero (0) Opportunity For Improvement raised. The Dynamic Plantations Bhd - Gomali Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2349260-202305-N1	Issued Date	26/05/2023
Due Date	Next Assessment (ASA2_4)	Closure Date	TBC
Indicator & Category (Critical / Minor)	3.3.2 Minor		
Statement of Nonconformity:	Procedure on Shovel Operations and Linesite Inspection was not effectively implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Gomali POM</p> <p>During site visit at Loading Ramp Gomali POM, it was observed that the shovel reverse sensor does not work. It was not in line with SaOP Shovel dated 01/09/2022 E. "Sebelum Beroperasi (17) Periksa dan pastikan pengera amaran terutamanya hon kenderaan dan penggera amaran undur berfungsi dengan baik". Furthermore, based on the interview with the shovel driver, he mentioned that he was not provided with ear protection. Verified with HIRARC procedures dated 16/02/2023 Shovel stated as Existing Risk control on Noise was to use ear protection.</p> <p>Gomali Estate</p> <p>During site visit to sundry shops, it has been found out roof damages at one of the shops (number#5) and as per interview with the shopkeeper, the issues has been prolonged, and he/she mentioned that the damage attract wild animal like snakes and bats.</p> <p>Line site inspection procedures has been done on weekly basis by the management of estate and latest inspection has been done on 16/05/2023. However, roof damages at the sundry shops has not been highlighted in the line site inspection. It also contradicted with clause stated in the tenancy agreement procedures that;</p> <ul style="list-style-type: none"> - The landlord hereby covenants with the tenant as follows b) to maintain and keep the main structure and roof of said premises in good and tenable repair condition throughout the period of agreement. 		
Corrections:	<p>Gomali POM</p> <ol style="list-style-type: none"> 1. The shovel reverse sensor/alarm was replaced on the same afternoon as the audit. 		

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	<p>2. The Senarai Semak Pemeriksaan Shovel was revised by separating the “horn” and “reverse sensor/alarm” into 2 different rows to improve checking and repair</p> <p>3. Supervisors were told to ensure that inspections are effectively carried out before using shovels</p> <p>4. Supervisors were reminded to ensure that workers including shovel drivers use ear protection when they work at high noise areas like engine room, sterilizer, kernel plant and boiler</p> <p>Gomali Estate Estate management will make arrangement to carry out repairing work to repair the roof of the sundry shop. Meanwhile, the estate management also will ensure the structure of building is safe before rental to the tenants.</p>
Root Cause Analysis:	<p>Gomali POM Procedure on Shovel Operations and Linesite Inspection was not effectively implemented.</p> <p>1. As “horn & reverse alarm/sensor” were typed on the same row in the “Senarai Semak Pemeriksaan Shovel”, the driver who inspected the shovel, ticked (·) when he found that the horn was functioning, even though the reverse sensor was not functioning. The supervisor in charge also did not verify the inspection checklist.</p> <p>2. As Gomali Palm Oil Mill’s NRA report mentions that ear plugs are only compulsory in high noise areas like engine room, oil clarification room, press & threshing station, sterilizer station, boiler plant and kernel plant, we stated “use ear plug (if necessary)” in the HIRARC at all the stations. As the high noise stations were not specifically mentioned in the HIRARC, supervisors may misunderstand and not effectively implement ear protection procedures</p> <p>Gomali Estate Linesite inspection has been conducted on weekly basis by the Hospital Assistant or anyone appointed by the estate management. However, the inspection checklist is more focus on employee housing and amenities. Therefore, there is no standalone checklist for inspection for sundry shop in the estate.</p>
Corrective Actions:	<p>Gomali POM A memo dated 01/06/23 was issued to workers including shovel drivers and their supervisors to remind them to:</p> <p>1. ensure that all shovels are effectively inspected by the respective drivers using the revised “Senarai Semak Pemeriksaan Shovel” and verified by the respective supervisors before they are used.</p> <p>2. Supervisors and shovel drivers are to ensure that repairs especially to safety features like brakes, tyres, alarms, sensors, horns, lights etc are resolved before shovel is used.</p> <p>3. ensure that everyone who enters high noise areas use ear protection eg ear plugs, ear muffs</p>

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	<p>HIRARC is revised to mention specifically the following locations that require ear protection as per the NRA report:</p> <ol style="list-style-type: none"> 1. Boiler plant 2. Kernel plant 3. Sterilizer station 4. Engine Room 5. Oil Clarification room 6. Press & threshing station <p>b) Memo was issued on 01/06/23 to remind workers and Supervisors to ensure that everyone entering high noise areas are provided with and use ear protection. Please refer to the attachment:</p> <p>Appendix 1 - Picture of shovel reverse alarm has been repaired/replaced</p> <p>Appendix 2 - Revised "Senarai Semak Pemeriksaan" Shovel</p> <p>Appendix 3 - Revised HIRARC</p> <p>Appendix 4 – Memo on "Vehicle Inspection and Verification"</p> <p>Appendix 5 – Memo on "Compulsory Usage of Hearing Protection"</p> <p>Gomali Estate</p> <p>A new checklist was prepared to inspect the condition of canteen and grocery shop in the estate. This checklist was distributed via email to all operating units to carry out the inspections as required on monthly basis. This checklist is also included in Sustainability Filing System.</p> <p>Please refer to the attachment:</p> <p>Appendix 3.3.2 (1) Repair records of sundry shop</p> <p>Appendix 3.3.2 (2) Sundry Shop Inspection checklist</p> <p>Appendix 3.3.2 (3) Email distributed to all Operating Units on implementation of Sundry Shop Inspection checklist</p>
Assessment Conclusion:	The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good arrangement for audit visit and high commitment by Sustainability Department and units person in charge.
PF 2	Good positive relationship maintained and highlighted by internal and external stakeholders

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2205750-202205-M1	Issued Date	27/5/2022
Due Date	26/8/2022	Closure Date	17/8/2022
Clause & Category (Critical / Minor)	6.2.2 (Critical)		
Statement of Nonconformity:	Employment contract available between the contractor and the employees was not in compliance with national legal requirements (e.g. Employment Act 1955)		
Requirement Reference:	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.		
Objective Evidence:	Working contract agreement between Contractor (Mega Sensasi Jaya Sdn. Bhd.) which has been appointed as FFB transporter by IOI Plantation Sdn. Bhd. and their workers (ID No: 970522-05-xxxx which has been appointed as lorry driver) does not indicate the working hours, number of days entitle for annual leave and public holidays, medical and other benefits.		
Corrections:	The Contractor (Mega Sensasi Jaya Sdn Bhd) have revised their workers contract agreement according to Employment Regulation 1955 which will be then acknowledged by the workers.		
Root Cause Analysis:	<p>The contractor, Mega Sensasi Jaya Sdn.Bhd, were found to be unclear with the Employment Regulation 1957.</p> <p>Under regulation 5 of the Employment Regulation 1957, there is a list of details of the employment terms and condition that must be stated in workers' contract agreement. Without proper awareness of on the said regulation, the contractor has only stated a simple sentence for the "number of days entitle for annual leave and public holidays, medical and other benefits stipulated under the Malaysian Law" in their workers' contract agreement with the intention to ease the workers understanding on the matter, which has therefore created an ambiguity in interpreting the sentence</p>		
Corrective Actions:	Sustainability team will conduct a training for selected contractors in Gomali Region, which was found has yet to have proper understanding on the details of employment terms and condition which need to be clearly stated in workers contract agreement, as per regulation 5 of Employment Regulation 1955		
Assessment Conclusion:	<p>Major NC close out verification:</p> <ul style="list-style-type: none"> i) Worker's contracts have been revised and according to Employment Act 1955. Verified signed contract between Mega Sensasi Jaya Sdn Bhd and acknowledged by the said worker on 23/7/2022. ii) Training for contractors was carried out on 22/7/2022 and attended by 9 contractors (FFB, CPO, PK transporter). Interview with 1 (one) of the contractor, Mr Tan form Mega Sensasi Jaya Sdn Bhd has confirmed on the training attended and awareness on Employment Act 1955. 		

	Implementation of corrective action taken was found to be sufficient to close the NC on 17/8/2022. Continuous implementation will be further verified in the next assessment.
Effectiveness Closure (for previous audit closed Critical NC):	<p>The issue of contractors in the Gomali Region lacking understanding of employment terms and conditions, as required by regulation 5 of the Employment Regulation 1957, has been resolved. The Sustainability team conducted training for the contractors to ensure they have a clear understanding of these terms and conditions. The training was conducted on 22/07/2022</p> <p>The training aims to promote compliance with the regulation and foster fair employment practices. Contractors will learn how to accurately include details like wages, working hours, and leave entitlements in workers' contract agreements.</p> <p>This corrective action demonstrates the company's commitment to upholding labor regulations and promoting transparency. Ongoing monitoring will verify sustained compliance with the regulation's employment terms and conditions. Sighted the sample of new employment contract that comply with the regulation for Mega Sensasi Jaya Sdn Bhd dated 23/07/2022 between the company and the employee. The evidence found sufficient to address the non-conformity. No reoccurrence of non-conformity. Thus, the non-conformity remain closed.</p>

Non-conformity			
NCR Ref #	2205750-202205-M2	Issued Date	27/5/2022
Due Date	26/8/2022	Closure Date	17/8/2022
Clause & Category (Critical / Minor)	2.1.1 (critical)		
Statement of Nonconformity:	Evidence of compliance was not effectively demonstrated		
Requirement Reference:	The Unit of Certification complies with legal requirements		
Objective Evidence:	<p>Gomali POM</p> <p>The mill has conducted audiometry test for 2021 on 08 - 14/07/2021 at Segamat Clinic for 117 of its workers. Based on the results provided by the clinic, 52 workers were classified under Standard Threshold Shift and stated to be retests within 3 months (90 Days). Nevertheless, the mill conducted the retest on 03 - 22/01/2022. The retest has exceeded 82 days (172 days) from the 3 months supposed time frame.</p> <p>Bukit Serampang Estate</p> <p>Schedule Waste (SW) Recent Disposed Previous Disposal eSwis First Generation No of days from last disposal 104, 305,410 11/04/2022 02/09/2021 30/09/2021 192. It was identified that the estate has exceeded the validity period of SW storage as stipulated in the Environmental Quality Act 1974 (Act 127), prior to disposal.</p> <p>Reference: "Environmental Quality (Scheduled Wastes) Regulations 2005; PU(A) 294/2005; Regulation 9-Storage of Scheduled Wastes; No.5 – Any person may</p>		

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	<p>store schedule wastes generated by him for 180 days or less after its generation provided that: The quantity of scheduled wastes accumulated on site shall not exceed 20 metric tonne.</p> <p>Based on the above issues, there was no evidence to show the existing monitoring mechanism effective to ensure compliance to legal requirements.</p>
Corrections:	<p>Gomali POM</p> <p>Audiometric re-test for the 52 workers has been conducted from 03rd to 22nd January 2022. The report has been received from OHD on 15th February 2022.</p> <p>Bukit Serampang Estate</p> <p>Bukit Serampang Estate management has already disposed the scheduled waste on 11/04/2022.</p>
Root Cause Analysis:	<p>Gomali POM</p> <p>There is no mechanism or internal SOP to monitor the audiometric test programme will be done within the stipulated time, as per legal requirement for the retest of the respective workers under Temporary Standard Threshold Shift Category.</p> <p>Bukit Serampang Estate</p> <p>Bukit Serampang Estate had initiated the process for scheduled waste disposal through DOE licensed contractor, Kualiti Alam Sdn Bhd, on 16th February 2022. At that point of time, the period from the date of first generation of the scheduled waste was only at 139 days. However, contractor sent an email to inform us that they cannot dispatch their lorry to BS estate as we did not meet the contractor's quota of 18 pallet for collection. However, on 25 March which is 176 days from generation date, they agreed to collect our 7 pallets but the date will be 11th April 2022 which will be 193 days from generation date. As the estate had no choice, they had to agree to this arrangement as engaging a new contractor would take a longer time.</p> <p>The current SOP (SOP: IOI-OSH 3.2.2) for Scheduled Waste handling currently does not specify a properly guided timeframe from the initial process of engagement with the disposal contractor until the whole process of disposal completed.</p> <p>The current SOP also does not able to provide guideline on what action to be taken in a situation where the disposal cannot be completed within the stipulated 180 days due to unforeseeable and unexpected circumstances.</p>
Corrective Actions:	<p>Gomali POM</p> <ol style="list-style-type: none"> 1) SOP of Management of Occupational Noise Exposure and Hearing Conservation will be established. 2) Training for Mill Management on the newly established SOP. 3) Mill management to update safety and health annual program with Hearing Conservation Program (HCP) and implement accordingly. <p>Bukit Serampang Estate</p>

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	<p>The following actions will be carried out:</p> <ol style="list-style-type: none"> 1) The existing SOP (SOP: IOI-OSH 3.2.2) document will be revised and updated to include a guided timeframe (about 120 days or sooner) for the commencement of the process to arrange for the disposal of scheduled waste disposal. 2) The SOP will also be revised to include guidance of the steps to be taken if the disposal cannot be disposed on time, which will include request for period extension for the disposal from DOE. 3) The SOP will be revised to include a clause to consider replacing the contractor if they do not comply with regulations 4) SW disposal will be discussed during Environmental meeting as part of the monitoring for the disposal of SW. 5) Training on the updated SOP will be given by HSE/Sustainability Team to the OC's management team personnel in charge to keep them informed and aware on the latest update & changes in the document. <p>OCs management shall take measure in ensuring the disposal is accordance with updated SOP by giving trainings to their respective personnel in charge of the SW handling.</p>
Assessment Conclusion:	<p>Major NC close out verification:</p> <p>Gomali POM</p> <ol style="list-style-type: none"> i) OSH annual plan updated on 29/7/2022 has included related safety and health program with Hearing Conservation Program (HCP) ii) SOP of Management of Occupational Noise Exposure and Hearing Conservation was established and include process flow on the management of the said SOP. Document reference, IOIPSSB/HSE/FM/01 rev:0 dated 1/6/2022. iii) Training for the management team was given by Sustainability team on 14/7/2022. Evidence of training carried out and attendance available for verification. Interview with the person in charge has confirmed on the understanding of SOP and related process for improvement. <p>Bukit Serampang Estate</p> <ol style="list-style-type: none"> i) SOP (SOP: IOI-OSH 3.2.2) revision 3, dated 7 June 2022 has been updated to include a guided timeframe (about 120 days or sooner) for the commencement of the process to arrange for the disposal of scheduled waste disposal. Related ii) Process flow, document reference, IOIPSSB/HSE/FM/02 rev:0 dated 1/7/2022. Implementation of the process can be seen from date of generation up to date of disposal. Other related requirements on extension and registered contractor were also updated in the SOP. iii) SW disposal discussed in the environmental meeting on 20/7/2022 which attended by management team and EPMC @Environmental Performance Management Committee. Internal briefing/training was also given during environmental meeting for those attended. Minutes of meeting available for verification.

	<p>iv) Training on the updated SOP was given by HSE/Sustainability Team was carried out on 14/7/2022. Interview with the person in charge has confirmed on the understanding of SOP and related process to be obliged with.</p> <p>Implementation of corrective action taken was found to be sufficient to close the NC on 17/8/2022. Continuous implementation will be further verified in the next assessment.</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>Safety Management Plans Gomali POM and Estates dated 17/04/2023 has been established. OSH Plan and training schedule has been documented. SOP of Management of Occupational Noise Exposure and Hearing Conservation was established and include process flow on the management of the said SOP. Document reference, IOIPSSB/HSE/FM/01 rev:0 dated 1/6/2022</p> <p>Gomali Estate</p> <ol style="list-style-type: none"> Noise Risk Assessment (NRA) has been conducted on 30/07/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00232. Audiometric test has been conducted as per NRA recommendation dated 10/03/2023 by MHA Safety & Health Sdn Bhd. A total of 17 workers were examined and report was in progress. <p>Gomali POM</p> <ol style="list-style-type: none"> Noise Risk Assessment (NRA) has been conducted on 22/05/2021 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/21/00523. Audiometric test has been conducted as per NRA recommendation dated 26/07/2022 by ETOSH Consult & Engineering Plt with report refence number EC/0722/01890. A total of 111 workers were examined and result indicates that 48 have normal hearing, 63 employees fall under Hearing Loss (HL), 36 employees fall under Noise Induced Hearing Loss (NIHL), 21 employees fall under Hearing Impairment(HI) and 10 employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis. <p>Tambang Estate</p> <ol style="list-style-type: none"> Noise Risk Assessment (NRA) has been conducted on 22/06/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00231. Audiometric test has been conducted as per NRA recommendation dated 27&29/03/2023 by Klinik TTMC Ayer Keroh. A total of 29 workers were examined and result indicates that 23 have normal hearing, 6 employees fall under Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis. <p>Paya Lang Estate</p> <ol style="list-style-type: none"> Noise Risk Assessment (NRA) has been conducted on 08/08/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00266.

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2. Audiometric test has been conducted as per NRA recommendation dated 27&29/03/2023 by Klinik TTMC Ayer Keroh. A total of 29 workers were examined and result indicates that 23 have normal hearing, 6 employees fall under Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis.

Jasin lalang Estate

1. Noise Risk Assessment (NRA) has been conducted on 20/08/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00329.

2. Audiometric test has been conducted as per NRA recommendation dated 28/03/2023 by Klinik TTMC Ayer Keroh. A total of 4 workers were examined and result indicates that 2 have normal hearing, 2 employees fall under Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis.

The operating units conducted disposal of waste materials base on waste management plan established. Reviewed implementation of wate disposal as follows:

Gomali Palm Oil Mill

The mill continuously conducted training to ensure the awareness of the workers on waste disposal. Reviewed the latest training records entitled Waste Segregation and Scheduled Waste Training dated 06/04/2023 and 27/03/2023

The mill maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.

The scheduled waste was disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:

Date	SW	Consignment note no
09/05/2023	104	2023050914FL9BW6
	109	2023050914TA485W
	110	2023050914VP2B0Y
	305	2023050914RHDE2N
	306	2023050914UG8V2H
	409	20230509147N BGWK
		2023050914TLHZ4N
	410	2023050914UVR8IQ
		2023050914O62CEP
		20230509149J567Y
	429	2023050914TCOWMJ

	<p>Gomali Estate</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p>		
	Date	SW	Consignment note no
	15/02/2023	404	2023021510FOI2SE
	28/02/2023	409	2023030915NJ1SFC
		305	2023030915IPXDJR
		410	2023030915MZN4TJ
		104	2023030915FK193T
		312	2023030914O7NFS
	<p>Tambang Estate</p> <p>The scheduled waste was collected, labelled and stored in designated store with lock and key before disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p>		
	Date	SW	Consignment note no
14/03/2023	404	2023031410CMHQ7G	
15/05/2023	104	2023051509WSQEG0	
	305	2023051509ULFI5B	
	410	2023051511FM03WT	
	312	2023051616FNVC69	
16/05/2023	409	202305150929OY78	
	410	2023051616BPTKFX	
	<p>Paya Lang Estate</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was collected, labelled and stored in designated store with lock and key before disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p>		
Date	SW	Consignment note no	
14/03/2023	404	2023031410CGTJ3V	
31/03/2023	102	2023033108650UMT	
	110	20230331092W8YX3	

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	408		20230331089I5AS2									
	312		202303310870S89N									
	410		2023033108VB6YSR									
			202303310872NMCH									
			20230331081AZ3XQ									
	409		2023033108TOFXQ3									
	305		20230331072JY0NE									
	104		20230331074OE6ZS									
<p>Jasin Lalang Estate</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was collected, labelled and stored in designated store with lock and key before disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 5px 0;"> <thead> <tr> <th style="width: 20%;">Date</th> <th style="width: 15%;">SW</th> <th style="width: 65%;">Consignment notes no</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">16/05/2023</td> <td style="text-align: center;">410</td> <td>20230516108LHEWR 2023051610XKYOI1</td> </tr> <tr> <td></td> <td style="text-align: center;">409</td> <td>2023051610CV6DYM</td> </tr> </tbody> </table> <p>The evidence found sufficient to address the non-conformity. No reoccurrence of non-conformity. Thus, the non-conformity remain closed.</p>				Date	SW	Consignment notes no	16/05/2023	410	20230516108LHEWR 2023051610XKYOI1		409	2023051610CV6DYM
Date	SW	Consignment notes no										
16/05/2023	410	20230516108LHEWR 2023051610XKYOI1										
	409	2023051610CV6DYM										

Non-conformity			
NCR Ref #	2205750-202205-M3	Issued Date	27/5/2022
Due Date	26/8/2022	Closure Date	17/8/2022
Clause & Category (Critical / Minor)	7.8.1 (critical)		
Statement of Nonconformity:	Water Analysis was not done for Domestic Water used for consumption.		
Requirement Reference:	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities</p> <p>Workers have adequate access to clean water.</p>		
Objective Evidence:	<p>Bkt Serampang Estate</p> <p>Water usage is monitored on a half yearly basis by the estate. Previously water used for consumption was treated in the estate using the water source available.</p>		

	<p>The latest National Drinking Water Quality Standard (NDWQS) was conducted on 26/11/2021. The results indicated that certain specifications did not comply with the NDWQS. Hence, the estate could not justify that the water used for domestic consumption complies with NDWQS. Hence, a major non-conformity was raised due to recurrence of minor NC in the same indicator as per RSPO P&C System November 2020.</p>
Corrections:	<p>Bukit Serampang Estate management has already made arrangement for the re-sampling of the domestic water by sending it to an accredited lab.</p>
Root Cause Analysis:	<p>The previous Sustainability Staff who was assigned by Bukit Serampang Estate management had recently resigned. The previous Sustainability Staff who was assigned by Bukit Serampang Estate management had recently resigned. Thus, the follow up of the report and result of the domestic water analysis were not done accordingly.</p> <p>There is also no proper guidance and mechanism in place concerning the course of actions to be taken if the water quality results indicated that certain specifications did not comply with the required standard.</p>
Corrective Actions:	<p>1) The water management plan 2022 for Bukit Serampang Estate will be updated to include the actions to be / has been taken by the estate management whenever the drinking water analysis do not meet the specifications.</p> <p>Estate manager to immediately brief the estate management on the revised action plan.</p>
Assessment Conclusion:	<p>NC close out verification:</p> <ul style="list-style-type: none"> i) Arrangement for retest dated 9/6/2022 was verified. Refer to report, BSE/Water/June2022/01 and certificate of analysis, LP/0622/5781(1 & 2). ii) Water management plan for 2022 (date review 19/7/22) was made available for verification. The plan has included troubleshooting guidelines for (off-spec) and action to be taken for rectification. iii) Training was carried out for estate team on 19/7/2022. Interview with the person in charge has confirmed the understanding and awareness of the revised plan. <p>Implementation of corrective action taken was found to be sufficient to close the NC on 17/8/2022. Continuous implementation will be further verified in the next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>The operating units which supplied clean water to the workers through water treatment plan conducted domestic water sampling once every 6 months.</p> <p>Gomali Palm Oil Mill provided clean water to the workers from government water source, Syarikat Air Johor. Domestic water usage in the mill was from own water treatment plan. The mill conducted domestic water analysis on 6 monthly basis. reviewed the water sampling dated 27/02/2023 as analysis cert. no. SL/0223/03/09 dated 07/03/2023. The results were conformed to WHO/ MOH Drinking Water Quality Standards.</p> <p>Paya Lang Estate provided the workers with access of clean water through mill water treatment plan. The estate conducted water sampling for domestic water usage once every 6 months. Reviewed the domestic water analysis results no. LS/W/L9949/23 and LS/W/L9950/23 dated 26/04/2023. The results were conformed to WHO/ MOH Drinking Water Quality Standards.</p>

	<p>Gomali Estate, Tambang Estate and Jasin Lalang Estate provided clean water to the workers from government water source, Syarikat Air Johor and Syarikat Air Melaka Berhad</p> <p>The evidence found sufficient to address the non-conformity. No reoccurrence of non-conformity. Thus, the non-conformity remain closed.</p>
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Non-conformity			
NCR Ref #	2205750-202205-N1	Issued Date	27/01/2022
Due Date	ASA2_3	Closure Date	26/05/2023
Clause & Category (Critical / Minor)	4.2.3 (Minor)		
Statement of Nonconformity:	Process to keep parties to a grievance informed of its progress, including against agreed timeframe and the outcome was not effective and communicated to relevant stakeholders.		
Requirement Reference:	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		
Objective Evidence:	<p>Gomali POM</p> <p>Based on interview with NUPW head and other JCC representatives, the have a few complaints which commonly shared between estate and mill. Issues related to road condition and repairs, waste handling and road safety were highlighted. These issues were trailed further in the complaints/green book and JCC's 2022 meeting minutes. None of the said issues recorded hence progress, agreed time frame and outcome was not available for verification.</p> <p>Bukit Serampang</p> <p>Based on interview with neighboring village representatives (Kg Sengkang), they have highlighted on the replanting activities which is still in progress. Issues related to small/bottleneck drain and resulting to overflow and flooding to the some of the villager's farm are among their concern. Investigation of the said issue was not yet initiated hence validity of complaint was not able to be further verified.</p>		
Corrections:	<p>Gomali POM</p> <p>A meeting will be conducted with the NUPW head and other JCC representatives by the mill management to update them regarding current status on their grievances.</p> <p>Bukit Serampang Estate</p> <p>1. A physical meeting was conducted on 30th May 2022 between estate management and the representatives of Kg Sengkang to request for more information (in writing) on their appeal for assistance for flood mitigation measures in their own land, which was highlighted to the auditors. Bukit Serampang estate management requires this information for their submission of the details of the issue to IOI HQ, for HQ approval to assist on this matter. Follow up measures will be taken upon getting approval from HQ.</p>		
Root Cause Analysis:	Gomali POM		

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	<p>The workers already highlighted the following issues during internal verification audits by Sustainability department. Mill management have already resolved the issues but they have yet to communicate it's progress and outcome to the workers. As for the records, since this grievance was raised through interview session, the details of the issue was only recorded in the interview session records. The actions to be taken are also recorded in that documents.</p> <p>However, the format of the record was not established in a way to ensure proper flow of grievance handling will be followed (e.g. complainant acknowledgement, person in charge, etc.). As all issues are recorded and addressed as prompt as possible, operating centers felt that consolidating the comments in another documents will only be duplicating the action taken.</p> <p>Bukit Serampang Estate</p> <p>Due to Covid 19 pandemic, estate management only distribute stakeholder consultation form and stakeholder interview form to obtain feedback / information / grievances from the stakeholders regarding estate activities that may give impact to them including replanting. As there are no feedback / grievances from the village representative's (Kg Sengkang) feedback form, the estate management thought there are no issues from villagers.</p>
<p>Corrective Actions:</p>	<p>Gomali POM & Bukit Serampang Estate</p> <ol style="list-style-type: none"> 1) A memo will be distributed to all operating centers in the region to remind them to ensure that all grievances raised by employees and stakeholders are documented in the Grievance book / Social mitigation plan. The format given Grievance book / Social mitigation plan will ensure a proper flow of grievance handling, as per the company grievance mechanism. <p>These grievances shall then be addressed and the relevant stakeholders shall be informed regarding the outcome and agreed timeframe (if the grievance can be resolved). If the grievance can't be resolved / addressed / attended, the complainant shall be informed with appropriate explanation. The complainant shall then be requested to acknowledge the decision.</p> <p>Stakeholders shall be updated on the progress of actions taken to settle issues that can be settled. Once the issues are settled, the relevant stakeholders shall be requested to acknowledge that the issues have been resolved amicably.</p> <p>Complainants are required to contact Management if they are unsure of the progress of complaints made or if they have any new grievances</p> <ol style="list-style-type: none"> 2) Stakeholders, management and employees are given briefing/training on IOI's grievance procedures during stakeholders' meetings, daily muster, posters on notice boards, linesite etc. <p>Grievance procedures includes Grievance book, ECC/JCC meetings, Hotline, Grievance App (IOI Mesra), Whistleblowing, internal and external stakeholder meetings, communicating directly to operating center management etc.</p>
<p>Assessment Conclusion:</p>	<p>A memo has been distributed to all operating centers in the region, mandating the documentation of grievances in the Grievance book/Social mitigation plan. This ensures that all grievances raised by employees and stakeholders are properly documented, in adherence to the company's grievance mechanism. Memo was sent through email on 25/07/2022</p> <p>Grievances documented in the Grievance book/Social mitigation plan are promptly addressed, and the relevant stakeholders are informed about the outcomes and</p>

	<p>agreed timeframe for resolution, if applicable. In cases where resolution is not possible, a clear explanation is provided to the complainant, and their acknowledgment of the decision is requested. Sample sighted in the Grievance book at each estate verified that the management has imply the corrective action. Stakeholders are regularly updated on the progress made to settle issues, and once resolved, they are requested to acknowledge the amicable resolution. Complainants are encouraged to reach out to management if they have new grievances or require information on the progress of their complaints.</p> <p>Comprehensive training on the company's grievance procedures is provided to stakeholders, management, and employees during stakeholders' meetings, daily muster, and through various communication channels. This ensures that all parties have a thorough understanding of the grievance procedures and are equipped to follow them consistently. Sighted the training records at each estate, the complaints procedure was briefed to the external stakeholders as well. The records of implementation was sighted in the minutes</p> <p>The company's grievance procedures encompass various channels, such as the Grievance book, ECC/JCC meetings, Hotline, Grievance App (IOI Mesra), Whistleblowing, internal and external stakeholder meetings, and direct communication with operating center management. These channels are effectively utilized to facilitate the reporting and resolution of grievances.</p> <p>By implementing these actions, the company ensures that grievances are properly documented, addressed in a timely manner, and stakeholders are kept informed. Training sessions guarantee that all stakeholders understand and adhere to the grievance procedures, while the various communication channels provide accessible avenues for reporting grievances. These actions collectively strengthen the company's grievance handling practices and compliance with the MSPO standards Thus the Minor NC is closed on 26/05/2023</p>
Effectiveness Closure (for previous audit closed Critical NC):	N/A

Non-conformity			
NCR Ref #	2205750-202205-N2	Issued Date	27/01/2022
Due Date	ASA2_3	Closure Date	26/05/2023
Clause & Category (Critical / Minor)	7.3.2 (Minor)		
Statement of Nonconformity:	Proper disposal of waste material was not effectively demonstrated		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	During the visit to the Gomali POM line site, it was found that scheduled waste items such as 2T Lubricant containers have been inappropriately disposed into the field areas surrounding the housing complex. Hence a minor nonconformity was raised.		

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Corrections:	Immediate linesite cleaning have been done on 23.05.2022 and all scheduled waste items have been collected and stored in SW store.
Root Cause Analysis:	<p>Gomali POM linesite and Gomali Estate is sharing the same linesite compound. Estate had already done line site inspection by HA on weekly basis and trainings were given by management on waste management, waste segregation, and schedule waste to person in charge and targeted workers according to training need analysis (TNA)</p> <p>However, there are lack of awareness and reminders given to workers in which resulting in workers disposing waste not according to procedure despite training on waste management, waste segregation, and schedule waste had been done. Workers use 2T for their motorcycle and does not aware on the correct way of disposing schedule waste (2T lubricant containers)</p>
Corrective Actions:	<p>The following actions will be carried out:</p> <ol style="list-style-type: none"> 1) Awareness and reminders will be carried out frequently to all workers regarding waste management and disposal. 2) Trainings on waste management, waste segregation, and schedule waste will be given to all workers and the trainings material will be updated to ensure comprehensive understanding to workers. 3) Training need analysis will be updated to address all workers instead of only general workers (line site sweeper).
Assessment Conclusion:	<p>The estate has conducted linesite cleaning on 23/05/2022. Reviewed the evidence with picture and date stamp.</p> <p>The estate has conducted refresher training on Scheduled Waste and Waste Segregation on 01/06/2022. Reviewed the training material and attendance.</p> <p>The operating units maintain the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was disposed through licensed operator, Kualiti Alam Sdn. Bhd. The disposal records were available for review.</p> <p>Verified at all operating units visited, the HA conducted the linesite inspection on weekly basis to ensure there is no environmental issue in the linesite area and recorded in the Monitoring Checklist – Linesite. Among the environmental issue in the checklist such as no chemical handlers PPE, no reuse of chemical containers, no lubricant spillage and containers, no vehicle maintenance activity and no open burning. Reviewed the monitoring records dated 17/04/2023, 28/04/2023, and 02/05/2023. The condition of the linesite was consistent with the reports.</p> <p>The evidence found sufficient to address the non-conformity. Thus the Minor NC is closed on 26/05/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	N/A

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Non-conformity			
NCR Ref #	2205750-202205-N3	Issued Date	27/01/2022
Due Date	ASA2_3	Closure Date	26/05/2023
Clause & Category (Critical / Minor)	3.3.3 (minor)		
Statement of Nonconformity:	Records of monitoring and any actions taken for water sampling was not available.		
Requirement Reference:	Records of monitoring and any actions taken are maintained and available.		
Objective Evidence:	<p>Bukit Serampang Estate</p> <p>Bukit Serampang Estate have conducted assessment of incoming and outgoing water course (Date: 20/01/2022; Report Number: BSE/10/03/2022) and domestic water (Date: 26/11/2021) by sending samples of the water to the accredited lab/company lab for water analysis. The estate has received the results of the lab analysis. The results indicated that the results did not meet the specifications. There was no evidence of action taken post receiving the non-conforming results.</p>		
Corrections:	<ul style="list-style-type: none"> • Domestic water: Estate management had sent re-sampling of the domestic water to an accredited lab on 25/05/2022. Please refer appendix 1 for the domestic water result. • Stream water analysis: As the off-spec water is due to low precipitation in the estate, RC have been contacted to collect the water sample after the drought season end. Please refer to Appendix 2 for confirmation email from RC on the date of WQI re-sampling. 		
Root Cause Analysis:	The water management plan for domestic and oil palm cultivation did not address the action plan or management plan if the drinking and river water analysis result did not meet the required specification. Hence, estate management does not have any guidance pertaining the next action that shall be taken if the result is not comply with standard.		
Corrective Actions:	<p>The water management plan 2022 has been updated to include the action that shall be taken by estate management if the drinking or river water analysis do not meet the specifications.</p> <p>The amended water management plan has been sent to Bukit Serampang Estate to replace the previous version. Please refer to Appendix 3 and Appendix 4 for revised domestic water management plan and revised water management plan for oil palm cultivation of Bukit Serampang Estate respectively.</p> <ol style="list-style-type: none"> 1. Estate manager to conduct briefing session for his estate management team on the revised action plan. 		
Assessment Conclusion:	<p>Bukit Serampang Estate</p> <p>The estate has conducted resampling for domestic water on 25/05/2022. Refer report ref. no. BSE/WATER/JUNE 2022/01. The results were conformed to WHO/MOH Drinking Water Quality Standards.</p> <p>The estate has reviewed the Domestic Water Management Plan 2022 for Bukit Serampang Estate and include section 1.2 Action Plan and Mechanism on Off-Spec Parameter.</p> <p>The estate has conducted resampling of river water on 21/06/2022.</p>		

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	<p>The estate has reviewed Water Management Plan for Oil Palm Cultivation for Bukit Serampang Estate dated 2022 dated 27/07/2022</p> <p>The estate has conducted refresher training on the reviewed Water management plan on 19/07/2022</p> <p>All estates visited has conducted river water sampling on annually basis. the results were conformed to NWQS Class II and III.</p> <p>The evidence found sufficient to address the non-conformity. Thus the Minor NC is closed on 26/05/2023 Thus the Minor NC is closed on 26/05/2023 Thus the Minor NC is closed on 26/05/2023 Thus the Minor NC is closed on 26/05/2023 Thus the Minor NC is closed on 26/05/2023</p>
Effectiveness Closure (for previous audit closed Critical NC):	N/A

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p>Verification / Follow-up actions:</p> <p>Not applicable</p>

1.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
SH-01	Major	4.4.1	31/05/2019	Closed on 30/08/2019
AL-01	Major	4.4.2	31/05/2019	Closed on 30/08/2019
SH-02	Major	5.2.1	31/05/2019	Closed on 30/08/2019
JMD-01	Major	6.1.3	31/05/2019	Closed on 30/08/2019
JMD-02	Major	6.5.1	31/05/2019	Closed on 30/08/2019
1929856-202006-M1	Critical	6.6.1	03/07/2020	Closed on 15/09/2020
1929856-202006-M2	Critical	6.4.2	03/07/2020	Closed on 15/09/2020
1929856-202006-M3	Critical	2.1.1	03/07/2020	Closed on 15/09/2020
1929856-202006-M4	Critical	3.6.1	03/07/2020	Closed on 15/09/2020
1929856-202006-N1	Minor	3.5.1	03/07/2020	Closed on 16/07/2021
1929856-202006-N2	Minor	6.5.4	03/07/2020	Closed on 16/07/2021
1929856-202006-N3	Minor	3.4.2	03/07/2020	Closed on 16/07/2021
1929856-202006-N4	Minor	7.3.1	03/07/2020	Closed on 16/07/2021
1929856-202006-N5	Minor	7.12.7	03/07/2020	Closed on 16/07/2021

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2076734-202106-N1	Minor	2.2.2	02/07/2021	Closed on 27/05/2022
2076734-202106-N2	Minor	7.8.1	02/07/2021	Escalated to major NC
2205750-202205-M1	Major	6.2.2	27/05/2022	Closed on 17/08/2022
2205750-202205-M2	Major	2.1.1	27/05/2022	Closed on 17/08/2022
2205750-202205-M3	Major	7.8.1	27/05/2022	Closed on 17/08/2022
2205750-202205-N1	Minor	4.2.3	27/05/2022	Closed on 26/05/2023
2205750-202205-N2	Minor	7.3.2	27/05/2022	Closed on 26/05/2023
2205750-202205-N3	Minor	3.3.3	27/05/2022	Closed on 26/05/2023
2349260-202305-N1	Minor	3.3.2	26/05/2023	Open

3.4 Stakeholders and previous landowner / 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 Dynamic Plantations Bhd - Gomali Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Jabatan Tenaga Kerja, Segamat	Face to face
Governmental Department	Headmaster, Sekolah Kebangsaan Tambang	Face to face
Contractor	Sri Nava Trading	Face to face
Union	NUPW Representative	Face to face
Union	Workers (JCC) Representative	Face to face
Internal Gender Committee	Women Empowerment Committee (WEC) Representative	Face to face

Stakeholders comment

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1	<p>Feedbacks: Village Head, Kampung Lipat Kajang</p> <p>The village head commends the estate for cultivating exemplary relationships with villagers. Through cooperation, inclusivity, and mutual respect, they have fostered a harmonious and thriving community, exemplifying the positive impact of their commitment to building strong local ties</p>
	<p>Audit Team verification and response: Noted on good response, will improve more in the future</p>
2	<p>Feedbacks: Women Empowerment Committee (WEC) Representative</p> <p>3 gender representatives for each operating have been interviewed. Based on the interview, there is evidence that all female workers can participate in gender committee and has been invited for meeting that will be conducted every 6 months. As per interview, it has been confirmed that grievance procedure for any harassment has been communicated and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as period delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed by one of representative which also new mother.</p>
	<p>Audit Team verification and response: No further verifications required</p>
3	<p>Feedbacks: Workers (JCC) Representative</p> <p>All the workers representative mentioned that they have been elected through election that has been conducted without interference of the management. He said all workers and staff can join the workers union except executive. For now, there is no request from the workers union and routine meeting will be conducted at least once a year. Responded to question on promotion, he said that all promotion is based on the recommendation by the section lead, appraisal approval by the management. If there is grievance/appeal on the promotion, it can be communicated with representative from workers union and the issues will be forwarded to the management.</p>
	<p>Audit Team verification and response: No further verifications required</p>
4	<p>Feedbacks: NUPW Representative</p> <p>The workers representative for NUPW is elected without the interference of the management during the NUPW meeting that has been conducted on annual basis in the operating units, and for Johore state. All process is conducted transparently. Almost all the workers join the union, with the union fees has been deduct through the salary and some has been borne by the operating units. The representative also explains on NUPW insurance scheme that can be subscribed by the NUPW member with additional RM 10/month.</p>
	<p>Audit Team verification and response: No further verifications required</p>
5	<p>Feedbacks: Sri Nava Trading</p> <p>The estate management has cooperated fully with the contractor throughout the work process. The contractor received a comprehensive briefing on the organization's requirements before commencing their work. Adequate personal protective equipment (PPE) has been provided to all contractors' workers. Additionally, the contractors have been informed about the complaint flow chart, enabling them to lodge any complaints if necessary. As of now, there have been no complaints regarding the work conducted</p>
	<p>Audit Team verification and response: No further verifications required</p>
6	<p>Feedbacks: Headmaster Sekolah Kebangsaan Tambang</p> <p>It is commendable that the nearby headmaster acknowledges the estate management's outstanding cooperation and their willingness to permit the use of the estate compound for school activities. Such collaboration between educational institutions and external entities is essential in creating enriched learning</p>

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	<p>environments and providing additional opportunities for students. This proactive support from the estate management demonstrates a commitment to fostering a positive relationship with the community and contributing to the holistic development of young learners. Such cooperative efforts should be encouraged and emulated as they enhance educational experiences and promote mutual benefit for all involved parties.</p> <p>Audit Team verification and response: No further verifications required</p>
7	<p>Feedbacks: Jabatan Tenaga Kerja, Segamat JTK representative responded that all operating units in IOI Plantations under Gomali Certification Units comply with JTK requirement as at the day of audit and there is no grievance/ complaint received from any workers from IOI Gomali. Representative from IOI Plantations maintained good relationship with JTK and maintained update on any latest update of any requirement.</p> <p>Audit Team verification and response: No further verifications required</p>

List of landowner / 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
N/A	N/A	N/A	N/A	N/A	N/A
Notes: Not applicable. All estates under IOI Gomali POM certification units had undergone 2 nd cycle of replanting.					

Previous land owner / user comment	
	<p>Feedbacks: Not applicable. All estates under IOI Gomali POM certification units had undergone 2nd cycle of replanting.</p> <p>Audit Team verification and response: No further verification required.</p>

3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Dynamic Plantations Bhd - Gomali Palm Oil Mill 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 Dynamic Plantations Bhd - Gomali Palm Oil Mill is remain certified.</p>	
<p>Report prepared by</p>	<p>Acceptance of Assessment Conclusion</p>
<p>Name: NOR HALIS ABU ZAR</p>	<p>Name: Mohamad Zulkarnain bin Zubir Ahmadi</p>
<p>Company Name: BSI SERVICES MALAYSIA SDN BHD</p>	<p>Company Name: IOI Plantation Services Sdn Bhd</p>
<p>Title: CLIENT MANAGER</p>	<p>Title: Assistant Manager, Sustainability</p>
<p>Signature:</p> 	<p>Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
<p>Date: 14/06/2023</p>	<p>Date: 14/06/2023</p>

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Behave ethically and transparently		
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -</p> <p>Gomali certification unit is able to demonstrate that documents specified in the RSPO P&C are made available to the public and maintained as per previous audit where there is no additional or reduction of documents. The publicly available documents are available at the office notice board at Mill and every estates, and inside the office which can be assessed by stakeholders if they wish to. These include documents related to environmental, social and legal issues such as:</p> <ul style="list-style-type: none"> a) Company policies, including Sustainable Policy which contains policy on protection of human rights defenders, b) Land titles c) High Conservation Value and High Biodiversity Value document summaries d) Details of complaints and grievances e) Negotiation procedures f) Business unit organizational structure g) Public summary of certification assessment report 	Complied

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		<p>h) Negotiation procedures</p> <p>i) Meeting of minutes with stakeholders, safety and welfare committee meetings</p> <p>j) Continuous improvement plans</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All the company policies and document are available in dual language, i.e., Bahasa Malaysia and English. Information requested by government department stakeholders are prepared in Bahasa Malaysia.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Records of any request will be recorded in the IOI Plantations Berhad in the logbook title "Complaint/Grievance book" and has been known as "Green book" by IOI Plantations Berhad staff and workers. For Gomali Estate, there was no information request received, only assistance request. Assistance request received by temple committee on 03/05/2023 to construct temporary temple in the current temple compound and has been responded on 05/05/2023 on approval. Other than there is request from SJK (C) Central Site on assistance for cross country received on 11/04/2023 and has been responded on 12/04/2023.</p> <p>While Tambang Estate, it has been verified there was no information request received, only request for assistance. Verified assistance request received S.K Tambang to request for grass cutting.</p> <p>It also has been verified there were no information request for both Payalang Estate and Jasin Lalang Estate, only for assistance</p>	Complied

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		request. SK Tambang request to the estate to use estate roads for school activities and responded approved by the management.	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Consultation and communication procedure is maintained together with grievance procedure and documented in the document title "Grievance procedure", reference number IOI/P/GP/001 revision number 20/01/2020. The publicly available documents are available at the office notice board at Mill and every estate, and inside the office which can be assessed by stakeholders.</p> <p>For Gomali Estate, there is evidence that the procedure has been implemented by the management base on consultation and communication records. Sample has been taken for assistance request received by temple committee on 03/05/2023 to construct temporary temple in the current temple compound and has been responded on 05/05/2023 on approval. Other than there is request from SJK (C) Central Site on assistance for cross country received on 11/04/2023 and has been responded on 12/04/2023.</p> <p>The management of each operating units also appointed person in charge responsible for the procedure. Details as per below</p> <p>Appointments letters as issued to the respective Social Liaison Officers. Sighted the letters as below:</p> <ul style="list-style-type: none"> • Gomali Estate: Mr Ahmad Solehin bin Alias dated 06/01/2022 • Tambang Estate: Mr Muhammad Nazirul Akmal Bin Mohd Sanusi dated 05/09/2022 • Paya Lang Estate: Mr Muhammad Safwan Bin Mazlan dated 01/10/2022. 	Complied

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		<ul style="list-style-type: none"> • Jasin Lalang Estate: Mr Mohan Raja A/L Nagooru dated 21/03/2022 <p>As per interview with stakeholders, it has been confirmed that they are aware with the procedure and can demonstrate who will be contacted if their communication or consultation needed.</p> <p>Communication of the procedure to relevant stakeholders has been conducted during the stakeholder’s consultation as per below:</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders. • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders. • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders. • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023. 	
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Latest stakeholders have been prepared by sample visited estates. The list consists of Government Bodies, NGO’s, Relevant Embassies, Neighboring villagers, Suppliers, Contractors, Transporters, Schools, Canteen Operators / Shopkeepers, Operating Unit Management, JCC Members and Worshipping Areas Representative. List of stakeholders updated as below:</p> <ul style="list-style-type: none"> • Gomali Estate: 11/04/2023 	Complied

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		<ul style="list-style-type: none"> • Tambang Estate: 08/05/2023 • Paya Lang Estate – updated on 02/05/2023 • Jasin Lalang Estate – updated on 12/05/2023 	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>A Policy known as 'Code of Business Conduct & Ethics' June 2020 is available which was sighted and verified during the audit. Among others, this Policy calls for:</p> <ul style="list-style-type: none"> a) Dealing fairly with customers, suppliers, contractors, competitors and other employees. b) Avoid situations of conflict of interests between personal interest and interests of the Company; c) Not to be influenced by receiving favours, and not to influence by giving favours; d) Not to accept any kinds of bribes or kickbacks or other unlawful or unethical benefits. <p>This Policy is available on the IOI Plantation website (www.ioigroup.com).</p> <p>Implementation of the policy has been verified on tendering process for contract awarding and there is evidence that selection of contractors and tendering process has been done according to the procedure. Sample of contractor as per below</p> <p>Gomali Estate Contractor:</p> <ul style="list-style-type: none"> • Tek Lee Construction Sdn Bhd,, Work: Replanting 	Complied

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		<p>Tambang Estate Contractor:</p> <ul style="list-style-type: none"> • SGSS Mutiara Builders. Supply of machinery (backhoe, grader) • Nilamogan A/L Kathan, Grass cutting. <p>Paya Lang Estate Contractor:</p> <ul style="list-style-type: none"> • Mathaven A/L Paidal Nair Estate. Upkeep contractor <p>Jasin Lalang Estate Contractor:</p> <ul style="list-style-type: none"> • Kim Soon Lee Transport Sdn Bhd – FFB Transport. 	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>The management has established systems to monitor compliance and the implementation of the policy through audit that has been conducted by external parties. Sighted audit conducted by BDO Malaysia (BDO PLT (LLP0018825-LCA & AF 0206), Chartered Accountants, a limited liability partnership, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms) conduct in March 2023 and internal audit for finance has been conducted to monitor compliance of the policy.</p>	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>All relevant and applicable legal requirements had been identified by Gomali POM and its supply base. It incorporated the latest amendments, that is, OSH Act 2022 and Minimum Wages Order 2022. At the assessed operating units, the following were noted to be complied.</p>	Complied

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		<p>Gomali Estate</p> <ul style="list-style-type: none"> • MPOB License #502164502000 valid from 01/02/2023 until 31/01/2024 • Air compressor #PMT-JH/21/133170 valid until 09/11/2023 • License For Extracting Water – BAKAJ #BAKAJ/334/300/5/6/8/8 • Weighbridge calibration #SM221027233 valid until 19/09/2023 • Permit for storing diesel #JH(SGT)0136/07PSK valid until 19/05/2024 • Permit for storing petrol #SKK/08-11/B(04) valid until 13/10/2023 • Approval for deduction of wages from JTK: Electricity #TK(NJ)U-24 dated 07/08/2018 • Approval for deduction of wages from JTK: NUPW #PP3/34/10689 dated 24/06/2005 <p>Gomali POM</p> <ul style="list-style-type: none"> • MPOB License #500117204000 valid from 01/02/2023 to 31/01/2024 • Syarat-Syarat Lesen #JAS.JHQ.600-3/1/30(05) License No:004713 valid from 01/07/2022 to 30/06/2023 • Weighbridge calibration #224650523 inspected on 08/02/2023 • Abstraction water license from BAKAJ #BAKAJ/334/300/5/6/8/8 valid until 31/12/2023 	
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		<ul style="list-style-type: none"> • Exception for Night working for women #BHG PU/9/135 Jld 17(3) dated 02/01/2019 • Diesel permit #JH(SGT)0136/07 PSK valid until 06/07/2023 • CF for Air Receiver #PMT JH82798 valid until 04/07/2023 • Competence person - Certified Professional Palm Oil Mill Effluent (CePPOME) #CePPOME/00155 to NRIC 801126-XX-XXXX dated 24/06/2020 • Competence person - Certified Professional in SW Management (CepSWAM) #CePSWAaM/03583 to NRIC 931023-XX-XXXX dated 26/02/2020 • Competence person – Authorized Gas Tester And Entry Supervisors (AGTES) to Assistant Mill Manager #NW-HQ-AGT-0139-U valid until 16/03/2024 <p>Tambang Estate</p> <ul style="list-style-type: none"> • MPOB License #586869002000 valid from 01/07/2022 until 30/06/2023 • Air compressor #PMT-JH/12501 valid until 29/08/2023 • Hospital assistant license #14915/2023 dated 02/09/2022 • Permit for storing diesel #JH(SGT)0141/08PSK valid until 23/03/2024 • Permit for storing petrol #SKK/10-21B(33) valid until 09/10/2023 • Approval for deduction of wages from JTK: Electricity #TK(NJ)U-24 dated 04/03/2018 	
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		<p>Paya Lang Estate</p> <ul style="list-style-type: none"> • MPOB License #586873002000 valid from 01/07/2022 until 30/06/2023 • Water Abstracting Permit #BAKAJ/334/300/5/6/8/8 valid until 31/12/2023 • Air compressor #JH PMT 12497 valid until 11/08/2023 • Weighbridge inspected by DE Metrology Sdn Bhd #DE08017882 inspected on 07/06/2022 • Permit for storing diesel #JH(SGT)0041/98PSK valid from 23/09/2021 to 22/09/2023 • Permit for storing petrol #SKK/10-21B(55) valid from 04/01/2023 to 03/01/2024 <p>Jasin Lalang Estate</p> <ul style="list-style-type: none"> • MPOB License #611934002000 valid from 01/06/2022 until 31/05/2023 • Weighbridge inspection by De Metrology Corporation Sdn Bhd #MEL-ATK 051283 inspected on 18/07/2022 • Permit for storing diesel #M000927 valid until 10/06/2024 • Permit for storing petrol #M000438 valid until 10/06/2024 	
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>Written information on legal requirements was documented and maintained in "Legal Requirements Register", dated 03/04/2023 prepared by Legal Compliance Officer. This legal requirement list</p>	Complied

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		has update for Anti Sexual Harassment Act 2022, Employment Act 1955 (Amendment 2022) and Minimum Wages Order 2022.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	The mill located in the Paya Lang Estate. The estates have clearly demarcated the legal boundary with blue and white colour pole and security trenches. Sighted the boundary demarcation as sighted during site visit at field PM 13A adjacent with Kg. Lubuk Kepong and PM 00S adjacent with Kg. Bangkong Baharu in Gomali Estates, field PM 17A adjacent with Paya Lang Estate and PM 97B adjacent with Kg. Pudu in Tambang Estate and field PM 11B adjacent with Government Road.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	A list of contracted parties is maintained accordingly. Refer Stakeholder List for the year 2023 for Mill and sampled estates. Listings contains names and contact details of the contractors, and this information were verified and found in order.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	All the contractors have signed an agreement prior to provide any services. There is an addendum to the contract agreement that documented "additional requirements for contractors and services provider" where specifically mentioned the contractor shall comply with applicable labour and employment laws (Refer Special Condition Clause No 2, 3 and 4 in the agreement) and under Clause 1(d) for disallowing child, forced and trafficked labour. Interviewed with the contractor confirmed that they are aware of the terms and conditions outlined in the agreement and comply accordingly. Payment to contractors were made according with the term in the	Complied

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		<p>agreement. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors were available.</p> <p>Sampled of the contract agreement and payment record as below:</p> <p><u>Gomali POM</u></p> <p>Verified sample of contractor records. Refer contract agreement for Kausila Enterprise dated 01/12/2021 with reference contract number GMM/002-20/21 for Grass cutting at Ponding Area, KGA Pump House and Slope Behind Workshop. Other contract was agreement for Mr Tiruvalar Ramasamy a/l Rajoo dated 29/10/2021 for Disposal of Mill Palm Waste.</p> <p><u>Gomali Estate</u></p> <p>Contractor: Tek Lee Construction Contractor.</p> <p>Type of Work: Oil Palm to Oil Palm Replanting works at PM99A-58ha, PM99B-45ha, PM99C-49ha (Total: 152 Ha)</p> <p>Agreement Date: 01/03/2022</p> <p><u>Tambang Estate</u></p> <p>SGSS Mutiara Builders contract number TBE/008-22/23 dated 01/09/2023.</p> <p>Due diligence for each contractor 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</p>	
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		months by the management and will be discuss during the OSH meeting.	
2.2.3	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. - Minor compliance -	As per indicator 2.2.2	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license - Critical (Major) compliance -	The mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates. The mill has obtained all the information required by the indicator for all active FFB Suppliers documented in Estate Address for Sending FFB to Gomali Mill.	Complied
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1. - Minor compliance -	The mill does not receive any FFB from FFB Collection Centre. ALL FFB source were from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			

<p>3.1.1</p>	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -</p>	<p>Mill and Estate has established business plan for their commitment to long term sustainability and improvements through a capital expenditure programme. Refer 5 years Business plan dated 30/12/2022 for Gomali POM, the main component were:</p> <ol style="list-style-type: none"> 1. Crop FFB Monthly Seasonal Breakdown 2. CPO and PK Production 3. General Charges & RSPO Budget 4. Capital Expenditure 5. Palm Oil Mill Expenditure 6. Summary Graph: <ul style="list-style-type: none"> - Crop (FFB) - OER & KER - Cost per MT/ Production <p>For Gomali Estate, Tambang Estate, Paya Lang Estate and Jasin Lalang Estate, refer 5 Years Business Plan dated 30/03/2023. The main components were:</p> <ol style="list-style-type: none"> 1. Area statement 2. Crop (FFB) By year of planting 3. Crop (FFB) Monthly Breakdown 4. 10 years Replanting Programme 5. Summary Replanting Programme by field 6. Detail Replanting Programme by field 	<p>Complied</p>
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		<p>7. Executive / Staff and Workers requirement 8. Mature oil Palm Costing Statement 9. General Charges Statement 10. Capital Expenditure Statement 11. Summary Replanting Cost</p>																																				
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>The replanting programs from 2023 to 2028 was verified estates. This program is reviewed once a year (latest being Jan 2023) and is incorporated in their annual financial budget. The replanting program until year FY2027/2028 is as follows: All figures in ha otherwise stated.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="5">Replanting Program, Ha, For the Year</th> </tr> <tr> <th>2023 /2024</th> <th>2024 /2025</th> <th>2025 /2026</th> <th>2026 /2027</th> <th>2027 /2028</th> </tr> </thead> <tbody> <tr> <td>Gomali</td> <td>396.00</td> <td>452.00</td> <td>218.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Tambang</td> <td>267.00</td> <td>433.00</td> <td>328.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Paya Lang</td> <td>466.00</td> <td>136.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Jasin Lalang</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </tbody> </table>	Estate	Replanting Program, Ha, For the Year					2023 /2024	2024 /2025	2025 /2026	2026 /2027	2027 /2028	Gomali	396.00	452.00	218.00	0.00	0.00	Tambang	267.00	433.00	328.00	0.00	0.00	Paya Lang	466.00	136.00	0.00	0.00	0.00	Jasin Lalang	0.00	0.00	0.00	0.00	0.00	Complied
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Jasin Lalang	0.00	0.00	0.00	0.00	0.00																																	
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>Management Review conducts annually to address the issues on non-conformities raised during internal audits, customer feedbacks, production performance, environmental & social issues and continuous improvement plans. The management review meeting</p>	Complied																																			

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		<p>minutes were available for verification. Meeting was conducted on centralized under Gomali Region dated 18/04/2023. Among agenda in the meeting were:</p> <ol style="list-style-type: none"> 1. Opening speech 2. Explanation on updated RSPO and MSPO standards requirements by Mr Mohamad Zulkarnain Bin Zubir Ahmadi. 3. Discussion on summary issues internal audit RSPO and MSPO 4. Discussion on findings from the previous year RSPO and MSPO external audits 5. Discussion on recent RSPO & MSPO external audits 6. Status of correction and corrective action 7. Performance review of Mill & estate and Customer Feedback 8. Continuous Improvement aspects of estate / mill 9. Complaint and grievances 10. Resources needs and training 11. Roundtable assessment of additional issue and discussion of action plan 12. Other matters 	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p>	<p>All the operating units have established Continuous Improvement Plan (CIP) for year 2023. The plan covering Social, Environmental and Occupational Safety Health and among the plan are as below:</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>Estates</p> <ol style="list-style-type: none"> 1. To provide sufficient and clean water for domestic use to comply to health and labour department requirement. 2. To build two (2) new estate shop – Review in the Capital Expenditure Budget for Year 2023/2024 stated management includes U121 – Building, Utility, Welfare with SAP code no.: 12134-Shops for 1 block x 2 units’ shop. With total amount MYR1xx,xxx.xx. 3. To enhance the cultivation of beneficial plants to reduce usage of chemical. – Review in the management monitoring plan for beneficial plant with doc. No.: IOI/P/F/MP-BP rev.01 dated 12/03/2020 sighted target field, time bound, achievable status, corrective actions and next time bound. 4. To monitor accommodation performance at worker’s quarters through workers’ housing inspections. 5. To increase use of EFB mulching through EFB programme monitored by estate managements. 6. To continuously monitor buffer zone area and restricted to apply chemical. <p>Palm Oil Mill</p> <ol style="list-style-type: none"> 1. To provide new water dispenser at mill premises. 2. Extension of motorcycle parking area for employees 3. To build new futsal court complete with fencing & lighting. 	
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		<ol style="list-style-type: none"> 4. To refurbish workers washroom and built new locker room building. 5. Ensure smooth implementation of safety and health programs and ensure records, documents and files are not misplaced or missing, a standardized filing system is introduced. 6. Additional and new types of safety signboards are displayed around the mill to warn workers and third parties of hazards. 7. Upgrade of CEMS system and will be directly link to DOE for better monitoring. 8. Implementation and enforcement of mill dress code. 9. "Gotong-Royong" will be conducted from time to time to educate the people the importance of hygiene. 10. Minimize the pollution and GHG emission risk by monitoring the effectiveness of diesel usage by vehicles and machineries. 11. Maintain and monitor diesel usage of vehicles effectively to reduce greenhouse gas emission. 12. Using gas engine to reduce the diesel usage used by genset to generate electricity. 13. Oil traps to be cleaned periodically. The spilled oil trapped to be treated as scheduled waste (SW312). 14. Installation of semi-flexible fine bubble air diffuser aeration in algae pond no.1 by February 2024. 	
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3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>As per verification on RSPO template, the data on conservation area was accurate as per verification on HCV area, planted area and training record.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedure for Mill and Estate has been established. Refer Group Standard Operating Procedures for Palm Oil Mill dated 01/07/2017 thereafter revised to include new work methods etc. For Gomali Estate and Gomali POM, they have use latest Standard Operating Procedure. Refer OHS Operational Planning Procedure & Management of Change dated 01/09/2022 with reference number IOI/OHSMS/PROC/12/00. Refer Section 5.2.9: Palm Oil Mill Safe Operating Procedure (SaOP) with 55 document title and 5.2.10: Estate's Safe Operating Procedure (SaOP) with 86 document title. The SOP Master list for the Mill among others covered the following operations and activities:</p> <ol style="list-style-type: none"> 1. FFB Reception 2. FFB Handling 3. Sterilizer 	Complied

		<ol style="list-style-type: none"> 4. Threshing 5. Digestion and Pressing 6. Oil Room 7. Depericarper 8. Nut and Kernel Plant 9. Products Storage and Dispatch 10. Laboratory and etc. <p>Similarly, other estates possessed the following SOP for the guidance to the operations held. Refer Standard Operating Procedure (SOP) For Estate Operation dated 30/09/2020. Among others the master list for the Estates possessed the following SOP under the best management practices/procedures:</p> <ol style="list-style-type: none"> 1. Planting Density 2. Nursery 3. Land Clearing and Preparation 4. Planting Technique 5. Manuring 6. Pest and Disease 7. Harvesting 8. Weeding's 9. Road Maintenance 10. Workshop and etc. 	
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		<p>The SOP documented in English are dated accordingly and approved by the management. The latest copies of the SOP were available on-site. Copies of SOP were distributed and posted at site of operation in Bahasa Malaysia for easier understanding by the workers. SOP in the mill and all estates were laminated and made available in notice boards and workstations highly visible and easily accessible by all workers. Based on interviews conducted and training records sighted, it concludes that staff and workers have understood the SOP.</p>	
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>Routine supervision is the main mechanism to check consistent implementation of procedures. Apart from that, visits by controller for mill and plantation, enhance the monitoring of operations. There were also internal audits conducted by a group of internal auditors to ensure conformance to sustainability standards.</p> <p>Both the Estates and the Mill had an established mechanism to perform checking to ensure consistent implementation of procedures.</p> <p>Gomali Palm Oil Mill</p> <ol style="list-style-type: none"> 1. Daily Production Report 2. Scheduled visits by SPO / Head Office personnel 3. Unscheduled Controller / Director/ CEO visit 4. Inspection visits by Government Agency/ Department Estates Operations 	<p>Non-compliance</p>

		<ol style="list-style-type: none"> 1. Daily production/work records for the core activities at the estates 2. Field cost book / chemical consumption record 3. Mature/immature field work program <ul style="list-style-type: none"> - fertilizer application, - herbicide spraying, / rat baiting, 4. Harvesting and collection of FFB. <p>Procedure on Shovel Operations and Linesite Inspection was not effectively implemented.</p> <p>Gomali POM</p> <p>During site visit at Loading Ramp Gomali POM, it was observed that the shovel reverse sensor does not work. It was not in line with SaOP Shovel dated 01/09/2022 E. "Sebelum Beroperasi (17) Periksa dan pastikan pengera amaran terutamanya hon kenderaan dan penggera amaran undur berfungsi dengan baik". Furthermore, based on the interview with the shovel driver, he mentioned that he was not provided with ear protection. Verified with HIRARC procedures dated 16/02/2023 Shovel stated as Existing Risk control on Noise was to use ear protection.</p> <p>Gomali Estate</p> <p>During site visit to sundry shops, it has been found out roof damages at one of the shops (number#5) and as per interview with the shopkeeper, the issues has been prolonged, and he/she mentioned that the damage attract wild animal like snakes and bats.</p>	
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		<p>Line site inspection procedures has been done on weekly basis by the management of estate and latest inspection has been done on 16/05/2023. However, roof damage at the sundry shops have not been highlighted in the line site inspection.</p> <p>It also contradicted with clause stated in the tenancy agreement procedures that;</p> <ul style="list-style-type: none"> - The landlord hereby covenants with the tenant as follows <p>b) to maintain and keep the main structure and roof of said premises in good and tenantable repair condition throughout the period of agreement.</p> <p>Thus, Minor NC was raised.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Record of monitoring on the implementation of procedures are available. The visit report was available for verification. Sample of monitoring records as below;</p> <p>Gomali Estate, Paya Lang Estate, Jasin Lalang Estate and Tambang Estate</p> <ol style="list-style-type: none"> 1. Controller / Agronomist report 2. RSPO internal audit 3. Workplace Inspection 4. Management review 5. Monthly report on costing, yield, HR & management of immature fields. 6. Annual and monthly field work program. 	Complied

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		<ul style="list-style-type: none"> 7. Rainfall data / R&D census 8. Budget for Crop and financial. 9. Field cost book indicating total 10. Man days, labour cost, material cost, total cost, unit cost per ha <p>Gomali POM</p> <ul style="list-style-type: none"> 1. Daily production report i.e. FFB processed and balances 2. CPO / CPK produced and despatches and stocks 3. Machinery maintenance records 4. Labour out turn and productivity 5. Quality system, document control, 6. Purchasing, process control, inspection and testing, 7. Inspection measuring and test equipment, inspection and test status, 8. Control of non-conforming product, complaint and failure investigation, 9. Handling, storage, packaging and delivery, 10. Quality records, internal quality audits, <p>Internal audit has been conducted by internal auditor to check the compliance towards RSPO requirements. Internal audit date as below:</p> <ul style="list-style-type: none"> 1. Gomali POM: 01-03/02/2023 2. Gomali Estate: 07/04/2023 	
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		<ol style="list-style-type: none"> 3. Tambang Estate: 05/04/2023 4. Paya Lang Estate: 17/05/2023 5. Jasin Lalang Estate: 03/04/2023 <p>Internal visit has been conducted by Mill and Estate Controller in order to check the compliance of their procedure. Latest Report as below:</p> <ol style="list-style-type: none"> 1. Gomali POM: 10/03/2023 2. Gomali Estate: 23/09/2022 3. Tambang Estate: 09/02/2023 4. Paya Lang Estate: 30/01/2023 5. Jasin Lalang Estate: 14/10/2021 	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting in the estates within the Gomali Palm Oil Mill and Supply Base.</p> <p>Environmental</p> <p>The operating units have conducted the aspects and impacts assessment and documented in the Environmental Impact Assessment, Management Action Plan and Continuous Improvement Plan. The analysis was reviewed on annually basis by the Environmental Liaison Officer. Latest review for all sampled estates was conducted on 19/05/2023.</p>	Complied

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		<p>Social impact assessment has been done conducted for all operating units and the report was prepared by social liaison officer for each operating unit and documented in the document "Social impact assessment, management action plans & continuous improvement plan". The assessment was conducted with participation of internal and external stakeholder. All the assessor has been assisted by the sustainability department representative that has attended SA8000 lead auditor course.</p> <p>For Gomali POM, SIA report was prepared by social liaison officer, Mr Tayallan Ravendran reviewed on 17/05/2023. Total 60 stakeholders have been contacted during the assessment. Issues that have been highlighted and sample by auditor as per below</p> <ul style="list-style-type: none"> a. Dependency to foreign workers workforce b. Languages barriers since some of the newly arrived workers is unable to understand local language and culture. c. Delayed in the approval and/or process from the government authority for passport and permit renewal. 	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The operating units have established the Environmental Management Plan base on the significant impact's activities identified during the environmental aspects impacts assessment. The management plan documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Plans under section VII. Environmental Impact Assessment, Management Action Plans and Continuous</p>	Complied

		<p>Improvement Program. The plan was reviewed on annually basis. Latest review was conducted on 19/05/2023.</p> <p>Management plan for each issue that has been highlighted has been established and documented in the same document of social impact assessment and there is evidence with participation of the stakeholders.</p> <p>Social Management Plan has been reviewed on 08/05/2023 at Gomali Estate, 10/05/2023 at Tambang Estate, 17/05/2023 at Paya Lang Estate 18/05/2023 at Jasin Lalang Estate. The management plan covered on:</p> <ul style="list-style-type: none"> • Hiring of foreign workers • Living / working conditions • Facilities • Woman in plantation • Replanting • Criminals • Pandemic Covid 19 • Mechantrade <p>Details of management plan that has been established as per below</p> <p>a. Dependency to foreign workers workforce- <u>Management plan</u></p>	
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		<p>Announcement of job vacancies during the stakeholders meeting, casual engagement with neighbouring communities and banner at the entrance.</p> <p>b. Languages barriers since some of the newly arrived workers is unable to understand local language and culture.</p> <p><u>Management plan</u></p> <p>The management shall provide the contract of employment to all the workers in a language that the workers understand.</p> <p>c. Delayed in the approval and/or process from the government authority for passport and permit renewal.</p> <p><u>Management plan</u></p> <p>for any delay, frequent follow up will be done/ has been on daily/weekly/monthly basis (follow up with HR if new register worker or for passport renewal will be follow up with immigration directly)</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units has established environmental management plan base on the significant impact identified from the assessment conducted. Reviewed the implementation of the management plan as follows:</p> <p>Gomali Palm Oil Mill</p> <p>1. The mill consumes the mill by-product, fibre and shell as boiler fuel. The consumption was monitor on monthly basis. FY 2022, the fibre and shell consumption recorded at 51817.40 mt @ 0.84 mt/CPO produced.</p>	Complied

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		<ol style="list-style-type: none"> 2. The conducted inspection for all CPO/ PK transportation vehicle to ensure no leaking outlets and no spillage of CPO due to malfunction of the transporter. Reviewed the checklist records dated 22/05/2023 and 18/05/2023. 3. The mill continuously conducted training to ensure the awareness of the workers on waste disposal. Reviewed the latest training records entitled Waste Segregation and Scheduled Waste Training dated 06/04/2023 and 27/03/2023. 4. The mill continuously promoted the 3R program in the mill. The uses item such as paper are optimised and kept at the recycle store before selling it for recycle. Reviewed the recycle paper sold records as per Cash Purchase Bill no. 154517 dated 28/02/2023 and 155946 dated 06/05/2023 5. The mill has constructed collection sump at the lubricant store and scheduled waste store to ensure any spillage of liquid scheduled waste will not pollute the waterways. The stores were also equipped with spill kit. 6. The mill conducted the stack sampling 2 times a year as per compliance schedule. Sighted the sampled if stack sampling conducted as follows: <div data-bbox="1149 1050 1921 1209" style="border: 1px solid black; padding: 5px;"> <p>Report no.: AEMR(J)/23-02/04 Date sampled: 13/02/2023 Result: 131.30 mg/m³ @ 12.0% CO₂ lower than the allowable emission of 150 mg/m³</p> </div>	
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		<p>Report no.: AEMR(J)/23-03/18 Date sampled: 20/03/2023 Result: 124.60 mg/m³ @ 12.0% CO₂ lower than the allowable emission of 150 mg/m³</p> <p>Gomali Estate</p> <ol style="list-style-type: none"> 1. The estate has constructed oil trap at the diesel tank to prevent any leakage of diesel from going to waterways. The oil trap was clean up on timely basis. Sighted during site visit, the oil trap was in satisfactory conditions. 2. The estate has applied the EFB at the field as was recycle program. As FY 2022, the EFB application recorded at 20,576.09 mt while as todate May 2023 recorded at 4,553.44 mt. 3. The chemical premixing area was bund and collection sump were constructed to collect any chemical spillage and reuse back the wastewater for chemical pre-mixing as sighted during site visit at chemical mixing area. <p>Tambang Estate</p> <ol style="list-style-type: none"> 1. The estate continuously conducted training on the environment aspect to ensure awareness to the workers. reviewed the training records entitled High Conservation Value training dated 03/05/2023, Wildlife awareness training dated 12/04/2023, Oil trap maintenance training dated 15/05/2023, and Waste segregation training dated 11/05/2023. 	
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		<p>2. The estate conducted oil trap monitoring and cleaning on fortnightly basis. Reviewed the Oil Trap monitoring checklist for oil trap no. 1 – 3 dated 03/05/2023 and 18/05/2023</p> <p>3. The estate has established program for beneficial plant planting in the estate. Reviewed the beneficial plant planting records for Cassia cobanensis, Turnera subulate and Antigonon leptopus for the month of January, February, March and April 2023.</p> <p>Paya Lang Estate</p> <p>1. The estate conducted oil trap monitoring and cleaning on fortnightly basis. Reviewed the Oil Trap monitoring checklist for oil trap no. 1 – 5 dated 11/05/2023.</p> <p>2. Barn owl ratio at the estate recorded at 1:17.58 ha. Barn owl census was conducted twice a year. Latest ratio was conducted in January 2023 with occupancy rate recorded at 82.35% and May 2023 with occupancy rate recorded at 63.63%.</p> <p>3. The HA conducted the linesite inspection on weekly basis to ensure there is no environmental issue in the linesite area and recorded in the Monitoring Checklist – Linesite. Among the environmental issue in the checklist such as no chemical handlers PPE, no reuse of chemical containers, no lubricant spillage and containers, no vehicle maintenance activity and no open burning. Reviewed the monitoring records dated 17/04/2023, 28/04/2023, and 02/05/2023.</p> <p>Jasin Lalang Estate</p>	
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		<ol style="list-style-type: none"> 1. The estate conducted oil trap monitoring and cleaning on fortnightly basis. Reviewed the Oil Trap monitoring checklist for oil trap dated 09/05/2023 and 22/05/2023. 2. To estate has installed the collection sump at the chemical premixing area to collect water spillage from chemical premixing activity. The wastewater was pump back and reuse in the chemical premixing activity. <p>The HA conducted the linesite inspection on weekly basis to ensure there is no environmental issue in the linesite area and recorded in the Monitoring Checklist – Linesite. Among the environmental issue in the checklist such as no chemical handlers PPE, no reuse of chemical containers, no lubricant spillage and containers, no vehicle maintenance activity and no open burning. Reviewed the monitoring records dated 15/04/2023, 25/04/2023, 03/05/2023 and 10/05/2023.</p> <p>For social management plan, there is evidence that management plan has been implemented and monitored. Latest revision as per below</p> <p>Gomali Estate: 08/05/2023 PayaLang Estate: 17/05/2023 Tambang Estate: 10/05/2023 Gomali POM: 17/05/2023 Jasin Lalang Estate: 10/5/2023</p> <p>As per stated in the social management plan, management plan will be revised on annual basis.</p>	
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		<p>Sample of issues that has been highlighted as per below</p> <p>a. Dependency to foreign workers workforce-</p> <p><u>Management plan</u></p> <p>Announcement of job vacancies during the stakeholders meeting, casual engagement with neighbouring communities and banner at the entrance.</p> <p><u>Implementation</u></p> <p>As per interview with local communities, vacancy will be posted at the entrance of each operating units and at the coffee shops nearby. Communication if there is any vacancies also will be disseminate to by current workers.</p> <p>b. Languages barriers since some of the newly arrived workers is unable to understand local language and culture.</p> <p><u>Management plan</u></p> <p>The management shall provide the contract of employment to all the workers in a language that the workers understand.</p> <p><u>Implementation</u></p> <p>Sample for employment contract has been taken by auditor and verified for 3 nationallity which are India, Nepal and Myammar and there is evidence that employment contract base on the each local language. As per interview with respective workers, it has been confirmed that language that has been used in the employment contract is understandable.</p>	
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		<p>c. Delayed in the approval and/or process from the government authority for passport and permit renewal.</p> <p><u>Management plan</u></p> <p>for any delay, frequent follow up will be done/ has been on daily/weekly/monthly basis (follow up with HR if new register worker or for passport renewal will be follow up with immigration directly)</p> <p><u>Implementation</u></p> <p>Follow up has been conducted by admin staff to human resources department on monthly basis to update the progress of renewal and application of permit. Sample of 3 workers has been taken date joined in February 2023 which still under permit application process. Application has been submitted on 13/04/2023 to Immigration department and in progress.</p>	
Criterion 3.5: 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>There are no changes of SOPs where IOI Plantations still adopted same SOPs as per previous audit. Details as per below</p> <p>a. Employment procedure for workers (recruitment, selection, hiring) dated 11 August 2020;</p> <p>b. Retirement procedure dated 21 July 2020;</p> <p>c. Termination procedure dated 11 August 2020;</p> <p>d. Absconded foreign workers procedure dated 8 Feb 2021</p>	Complied

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		<p>e. Foreign workers recruitment guideline and procedure in Malaysia revised July 2018.</p> <p>f. Code of Conduct on Ethical Recruitment and Responsible Employment</p> <p>All those procedures have been included in the list of publicly available document and can be requested through the consultation and communication procedure. As per verification, there is no request from workers on that procedure.</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>For Gomali Estate, sample of 3 local workers, 3 Indonesian and 3 Indian workers has been taken by the auditor for verification of the implementations of the SOPs.</p> <p>For local workers, sighted job application form and records of interview for 3 local workers. While for foreign workers, sighted that interview was conducted upon arrival and induction dated 31/03/2023 for Indonesia and 02/12/2022 for Indian workers) and training conducted for newly recruited such as explanation of the</p> <p>While for Gomali POM, sample of 1 local worker (recruited on 05/09/2022), 2 new Indonesian workers (recruited on 22/03/2023 and 2 new Nepalese workers (recruited on 22/10/2022). For the local worker, the candidate that has been recruited 3 years' experience as maintenance line production and welders and held certificate in Mechatronic from Institute Latihan Perindustrian Pedas.</p>	Complied

		As per interview with the workers, confirmed that the SOPs has been implemented such as job application, interview, medical check-up and communication of the employment contract.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Safety Management Plans Gomali POM and Estates dated 17/04/2023 has been established. OSH Plan and training schedule has been documented.</p> <p>All operations were risk assessed to identify H&S issues in the estate and mill. Mitigation plans and procedures were documented and implemented as verified below.</p> <p>Gomali Estate</p> <ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 10/01/2023. Sample check on the HIRARC Harvester, Workshop and Manuring with reference number IOI-OSH-HIRARC-LMN-3.3.4 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 24/04/2019 by ENV Consultancy & Monitoring Services Sdn Bhd with refence number HQ/04/ASS/00/193-2019/039). 	Complied

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		<ol style="list-style-type: none"> 3. Medical Surveillance has been conducted on 01-03/02/2023 by Klinik Segamat with reference number 015/OHD/2023. A total of 19 workers were examined and none of them got abnormal results or recommended for removal. 4. Noise Risk Assessment (NRA) has been conducted on 30/07/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00232. 5. Audiometric test has been conducted as per NRA recommendation dated 10/03/2023 by MHA Safety & Health Sdn Bhd. A total of 17 workers were examined and report was in progress. 6. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 25/03/2023. <p>Gomali POM</p> <ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 16/02/2013 on Shovel and Boiler Station. 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 24/04/2019 by ENV Consultancy & Monitoring Services Sdn Bhd with refence number HQ/04/ASS/00/193- 	
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		<p>2019/021).</p> <ol style="list-style-type: none"> 3. Medical Surveillance has been conducted on 05-26/04/2023 Klinik Segamat with reference number 043/OHD/2023. A total of 70 workers were examined and none of them got abnormal results or recommended for removal. 4. Noise Risk Assessment (NRA) has been conducted on 22/05/2021 by ETOSH Consult & Engineering Plt with report reference number HQ/LPROYKPEB/21/00523. 5. Audiometric test has been conducted as per NRA recommendation dated 26/07/2022 by ETOSH Consult & Engineering Plt with report reference number EC/0722/01890. A total of 111 workers were examined and result indicates that 48 have normal hearing, 63 employees fall under Hearing Loss (HL), 36 employees fall under Noise Induced Hearing Loss (NIHL), 21 employees fall under Hearing Impairment(HI) and 10 employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis. 6. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 18/04/2023. 7. Periodic Inspection, Testing & Examination Of Engineering Control Equipment has been conducted on 07/09/2022 with reference number IHT(II)-J/22-09/07 by Eurofins NM Laboratory Sdn Bhd. <p>Tambang Estate</p>	
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		<ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 03/05/2023. Sample check on the HIRARC Chemical Store, Workshop and Spraying. 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 23/04/2019 by ENV Consultancy & Monitoring Services Sdn Bhd with refence number HQ/04/ASS/00/193-2019/039). 3. Medical Surveillance has been conducted on 22/03/2023 by Klinik Segamat with reference number 036/OHD/2023. A total of 20 workers were examined and none of them got abnormal results or recommended for removal. 4. Noise Risk Assessment (NRA) has been conducted on 22/06/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00231. 5. Audiometric test has been conducted as per NRA recommendation dated 27&29/03/2023 by Klinik TTMC Ayer Keroh. A total of 29 workers were examined and result indicates that 23 have normal hearing, 6 employees fall under Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis. 	
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		<p>6. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 25/03/2023.</p> <p>Paya Lang Estate</p> <ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 03/05/2023. Sample check on the HIRARC Harvesting and Tractor Driving. 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 02/10/2018 by ENV Consultancy & Monitoring Services Sdn Bhd with refence number HQ/04/ASS/00/193-2018/076). 3. Medical Surveillance has been conducted on 26&27/01/2023 by Klinik Segamat with reference number 013/OHD/2023. A total of 31 workers were examined and none of them got abnormal results or recommended for removal. 4. Noise Risk Assessment (NRA) has been conducted on 08/08/2020 by ETOSH Consult & Engineering Plt with report refence number HQ/LPROYKPEB/20/00266. 5. Audiometric test has been conducted as per NRA recommendation dated 27&29/03/2023 by Klinik TTMC Ayer Keroh. A total of 29 workers were examined and result indicates that 23 have normal hearing, 6 employees fall under 	
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		<p>Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis.</p> <p>6. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 25/03/2023.</p> <p>Jasin lalang Estate</p> <ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 10/01/2023. Sample check on the HIRARC Harvester, Workshop and Manuring with reference number IOI-OSH-HIRARC-LMN-3.3.4 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 03/05/2019 by ENV Consultancy & Monitoring Services Sdn Bhd with refence number HQ/04/ASS/00/193-2019/031). 3. Medical Surveillance has been conducted on 22/03/2023 by Klinik Segamat with reference number 003/OHD/2023. A total of 6 workers were examined and none of them got abnormal results or recommended for removal. 4. Noise Risk Assessment (NRA) has been conducted on 20/08/2020 by ETOSH Consult & Engineering Plt with report 	
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		<p>refence number HQ/LPROYKPEB/20/00329.</p> <p>5. Audiometric test has been conducted as per NRA recommendation dated 28/03/2023 by Klinik TTMC Ayer Keroh. A total of 4 workers were examined and result indicates that 2 have normal hearing, 2 employees fall under Hearing Loss (HL), none of employees fall under Permanent Standard Threshold Shift (PSTS). Further examination by OHD has been recommended to conduct on yearly basis.</p> <p>6. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 18/05/2023.</p> <p>Appropriate risk control measures were determined and implemented for the respective activities and operation. Most of the moving part and rotating machinery were installed with machine guarding and properly covered. Appropriate administrative controls such as safety signage were displayed at all workstations in the mill and estate offices and workshop. In general, the control measures were appropriate to the identified risks.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Procedures of Safety Management Plans Gomali POM and Estates dated April 2023 has been established. OSH Plan for Mill and estates has been prepared and verified. Refer IOI/OHSMS/FM/CW/043/00. The training related safety and health has been conducted as per plan. Training need analysis were documented and monitored. The effectiveness of the HIRARC is monitored and ensured through checklist and trainings that were conducted. Site visits around the mill and estates indicated the</p>	Complied

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		<p>control measures of the HIRARC were followed and ensured by the respective managements. Workplace Inspection has been conducted on monthly basis and the findings were discussed in the Quarterly OSH Meeting.</p> <p>The implementation of OSH plan was monitored by internal audits conducted by Executives from HSE Department. The OSHA plan among others initiated by the estates/mill are as follows:</p> <table border="1" data-bbox="1153 603 1930 1141"> <thead> <tr> <th>No</th> <th>Task</th> <th>Activity</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>OSH Legal Compliance</td> <td>Review all relevant legal compliance</td> </tr> <tr> <td>2</td> <td>Emergency Response Plan</td> <td>ERP Training, Fire drill, Enforcement Visit</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">OSH Management System</td> <td>Review documentation</td> </tr> <tr> <td>HIRARC review</td> </tr> <tr> <td rowspan="3">4</td> <td rowspan="3">Risk Management</td> <td>Identify High Risk Area</td> </tr> <tr> <td>maintenance</td> </tr> <tr> <td>Hygiene Tech</td> </tr> <tr> <td rowspan="3">5</td> <td rowspan="3">Accident Investigation/reporting</td> <td>Accident Investigation</td> </tr> <tr> <td>JKKP 8/6 submission</td> </tr> <tr> <td>Chemical Register</td> </tr> </tbody> </table>	No	Task	Activity	1	OSH Legal Compliance	Review all relevant legal compliance	2	Emergency Response Plan	ERP Training, Fire drill, Enforcement Visit	3	OSH Management System	Review documentation	HIRARC review	4	Risk Management	Identify High Risk Area	maintenance	Hygiene Tech	5	Accident Investigation/reporting	Accident Investigation	JKKP 8/6 submission	Chemical Register	
No	Task	Activity																								
1	OSH Legal Compliance	Review all relevant legal compliance																								
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		Chemical Register																								
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>																										

<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units visited has conducted training need analysis for all employee, management, and contractors. The need analysis was conducted based on the job designation and training required by the job type.</p> <p>Trainings was identified for management, employee and contractors and programmed throughout FY 2022/2023. The training identified covers the safety and health, environmental and social aspect.</p> <p>Means implemented by certification units were to assess understanding of participants include:</p> <ul style="list-style-type: none"> • Participants completing post-training evaluation/feedback form and give suggestions; • Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended. <p>Random interviews with workers showed that they understood what RSPO is, the several subsidiaries' policies, what does their work/job SOP states and the consequences if deviated, the need to put on PPE and demonstrate donning PPE and when it should be changed, the use of fire extinguishers, understanding workplace hazards, risks and needed control measures, Covid-19 Safe Practices. etc.</p> <p>The annual training program 2022/2023 has been established and significantly covers all aspects of the RSPO requirements. There were also additional subjects including the estate operating procedures, parameters, vehicles maintenance etc. The training</p>	<p>Complied</p>
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		<p>program also specified the target group of employees to be trained under the allocated subjects</p>																											
<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Records of trainings were maintained by the Mill and all estates as below: - Gomali Estate</p> <table border="1" data-bbox="1153 555 1928 1203"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>First Aid Training</td> <td>04/05/2023</td> </tr> <tr> <td>PPE Respirator Training</td> <td>08/03/2023</td> </tr> <tr> <td>Accident Investigation Training</td> <td>28/02/2023</td> </tr> <tr> <td>HIRARC Training</td> <td>28/02/2023</td> </tr> <tr> <td>Safety Tractor Driver Training</td> <td>18/04/2023</td> </tr> <tr> <td>Chemical Mixing Training</td> <td>14/02/2023</td> </tr> <tr> <td>SOP Air Compressor Training</td> <td>03/05/2023</td> </tr> <tr> <td>Workshop Training</td> <td>23/02/2023</td> </tr> <tr> <td>Chemical Spraying Training</td> <td>29/03/2023</td> </tr> <tr> <td>ERP Training</td> <td>15/02/2023</td> </tr> <tr> <td>Triple Rinsing</td> <td>14/02/2023</td> </tr> <tr> <td>Welding Training</td> <td>23/02/2023</td> </tr> </tbody> </table>	Training	Date	First Aid Training	04/05/2023	PPE Respirator Training	08/03/2023	Accident Investigation Training	28/02/2023	HIRARC Training	28/02/2023	Safety Tractor Driver Training	18/04/2023	Chemical Mixing Training	14/02/2023	SOP Air Compressor Training	03/05/2023	Workshop Training	23/02/2023	Chemical Spraying Training	29/03/2023	ERP Training	15/02/2023	Triple Rinsing	14/02/2023	Welding Training	23/02/2023	<p>Complied</p>
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		Gomali POM			
		Training	Date		
		First Aid Training	19/05/2023		
		ERP Training	19/05/2023		
		OSHA Training	17/02/2023		
		Legal Requirement Training	05/02/2023		
		SOP PTW (Electrical) Training	05/04/2023		
		SOP PTW Workshop Training	05/04/2023		
		Chemical And SDS Training	15/03/2023		
		Confined Space Training	31/03/2023		
		Chemical Handling & Spillage Management	15/11/2022		
		Tambang Estate			
		Training	Date		
		ERP Training	14/03/2023		
		First Aid Training	13/01/2023		
		SOP Spill Kit Training	01/04/2023		
		Triple Rinsing Training	06/05/2023		

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		SOP Chemical Mixing Training	06/05/2023	
		Chemical Store and Chemical Handling	01/04/2023	
		Harvesting Training	13/01/2023	
		PPE Training	08/03/2023	
		SDS Training	22/05/2023	
		Rat Baiting Training	15/03/2023	
		Paya Lang Estate		
		Training	Date	
		ERP Training	01/04/2023	
		First Aid Training	06/04/2023	
		Tractor Driver Training	01/03/2023	
		Harvesting Training	03/03/2023	
		SOP Chemical Handling	15/03/2023	
		PPE Training	15/03/2023	
		Schedule waste training	21/03/2023	
		Manuring training	11/03/2023	
		Rat Baiting Training	24/03/2023	

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		<table border="1"> <tr> <td>SDS Training</td> <td>31/03/2023</td> </tr> </table>	SDS Training	31/03/2023																		
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Jasin Lalang Estate</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>SOP Training for Badang</td> <td>24/05/2023</td> </tr> <tr> <td>PPE Training</td> <td>03/02/2023</td> </tr> <tr> <td>SDS Training</td> <td>20/04/2023</td> </tr> <tr> <td>Fertilizer application Training</td> <td>18/04/2023</td> </tr> <tr> <td>Chemical Spraying</td> <td>12/04/2023</td> </tr> <tr> <td>SOP SDS Fertilizer</td> <td>20/04/2023</td> </tr> <tr> <td>ERP Training</td> <td>23/02/2023</td> </tr> <tr> <td>First Aid Training</td> <td>19/01/2023</td> </tr> </tbody> </table>	Training	Date	SOP Training for Badang	24/05/2023	PPE Training	03/02/2023	SDS Training	20/04/2023	Fertilizer application Training	18/04/2023	Chemical Spraying	12/04/2023	SOP SDS Fertilizer	20/04/2023	ERP Training	23/02/2023	First Aid Training	19/01/2023		Complied
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		Companies dated 01/10/2020 with reference number RSPO/SOP/COC/4 and Standard Operating Procedure RSPO Supply Chain – Identity Preserve (IP) dated 31/10/2020 with reference number: RSPOSC/SOP/IP/3.	
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>IOI Plantation has established SOP entitled RSPO Supply Chain – Identity Preserve as guidelines to adopt the Identity Preserve Module. Refer document no. RSPOSC/SOP/IP/3, rev. no. 8, dated 31/10/2020. The SOP covers:</p> <ol style="list-style-type: none"> 1. Purpose 2. Scope 3. Responsibilities 4. Reception of Raw Materials 5. Processing and Storage 6. Despatch of Mill Produce 7. Records and Retention 8. Training 9. Claims 10. Overproduction 11. Handling Complaints 12. Non-conformities Product 	Complied

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		<p>13. Management Review</p> <p>As per SOP under section 4. Reception of Raw Material stated as follows:</p> <p>"4.1.1 IOI RSPO certified Palm Oil Mills shall only receive crop exclusively from its own RSPO certified estates. The mill shall verify the FFB originates from certified estate. non-certified FFB crop must be rejected."</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p>	
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. Summary of CPO and PK deliver since last audit reported in the table 10 in the report.</p>	Complied

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3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace.</p> <p>The registration of PalmTrace will be carried out by the Marketing Department in HQ. Company has registered in PalmTrace system as follows:</p> <table border="1" data-bbox="1151 579 1919 1216"> <tr> <td>License ID</td> <td>CB139581 (Active)</td> </tr> <tr> <td>Member Name</td> <td>Dynamic Plantations Bhd - Gomali Palm Oil Mill</td> </tr> <tr> <td>Member ID</td> <td>RSPO_PO1000000094</td> </tr> <tr> <td>RSPO Membership Number</td> <td>2-0002-04-000-00 (IOI Corporation Berhad)</td> </tr> <tr> <td>Type of Business</td> <td>Oil mill</td> </tr> <tr> <td>Issued On</td> <td>25-10-2022</td> </tr> <tr> <td>Issued By</td> <td>BSI Services Malaysia Sdn Bhd.</td> </tr> <tr> <td>Start Date</td> <td>23-10-2022</td> </tr> <tr> <td>End Date</td> <td>22-08-2023</td> </tr> <tr> <td>Certificate Holder Type</td> <td>Multi-Site</td> </tr> <tr> <td>Number of Sites</td> <td>11</td> </tr> </table>	License ID	CB139581 (Active)	Member Name	Dynamic Plantations Bhd - Gomali Palm Oil Mill	Member ID	RSPO_PO1000000094	RSPO Membership Number	2-0002-04-000-00 (IOI Corporation Berhad)	Type of Business	Oil mill	Issued On	25-10-2022	Issued By	BSI Services Malaysia Sdn Bhd.	Start Date	23-10-2022	End Date	22-08-2023	Certificate Holder Type	Multi-Site	Number of Sites	11	Complied
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		<table border="1" style="width: 100%;"> <tr> <td style="width: 60%;">Total Certified Area (Ha)</td> <td style="width: 40%;">20831.6</td> </tr> </table>	Total Certified Area (Ha)	20831.6	
Total Certified Area (Ha)	20831.6				
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>Reporting requirements for supply chain verified through RSPO IT platform. Summary of transactions.</p> <p>IOI Plantation has established SOP entitled RSPO Supply Chain – Identity Preserve as guidelines to adopt the Identity Preserve Module. Refer document no. RSPOSC/SOP/IP/3, rev. no. 8, dated 31/10/2020. The SOP covers:</p> <ol style="list-style-type: none"> 1. Purpose 2. Scope 3. Responsibilities 4. Reception of Raw Materials 5. Processing and Storage 6. Despatch of Mill Produce 7. Records and Retention 8. Training 9. Claims 10. Overproduction 11. Handling Complaints 12. Non-conformities Product 13. Management Review 	Complied		

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		<p>For Internal Audit, IOI Plantation has established SOP documented in Internal Audit Procedure. Refer document no. RSPOSC/SOP/1A/1, rev. no. 02, dated 20/12/2018.</p> <p>As per SOP established, the Mill Manager has an overall responsibility and authority over the implementation of the procedure, requirements and compliances with all the applicable RSPO Supply Chain Certification Standard and assisted by Assistant Managers, Engineers and Technical Executives as per stated in its procedure.</p> <p>As per SOP under section 4. Reception of Raw Material stated as follows:</p> <p>"4.1.1 IOI RSPO certified Palm Oil Mills shall only receive crop exclusively from its own RSPO certified estates. The mill shall verify the FFB originates from certified estate. non-certified FFB crop must be rejected."</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p>	<p>Internal Audit was conducted as per Internal Audit Procedure. Refer document no. RSPOSC/SOP/1A/1, rev. no. 02, dated 20/12/2018.</p> <p>Latest Internal audit for RSPO Supply Chain of Custody and Supply Chain Certification was conducted on 17/04/2023 by SPO Department. 1 non-conformities were raised and has been</p>	Complied

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	<p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>addressed by the mill. The non-conformity was closed, verified and accepted by the Internal Auditor on 06/05/2023.</p>	
<p>3.8.7</p>	<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>As per RSPO Supply Chain – Identity Preserve, refer document no. RSPOSC/SOP/IP/3, rev. no. 8, dated 31/10/2020. Under section 4 Reception of Raw Materials, stated as that all crop received must be accompanied by relevant documents such as the FFB despatch chits that clearly stated information as sighted in sampled as follows:</p> <p>Estate: Jasin Lalang Estate Date despatch: 27/02/2023 Quantity: 31,820 kg Delivery Note no.: 991026 RSPO Cert. no.: RSPO727112 Weighbridge ticket no.: FB23002212</p> <p>Estate: Sagil Estate Date despatch: 27/02/2022 Quantity: 32,840 kg</p>	<p>Complied</p>

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		<p>Delivery Note no.: 933600 RSPO Cert. no.: RSPO727112 Weighbridge ticket no.: FB23002182</p> <p>Estate: Segamat Estate Date despatch: 07/03/2023 Quantity: 38,380 kg Delivery Note no.: 992122 RSPO Cert. no.: RSPO927888 Weighbridge ticket no.: FB23002481</p> <p>Estate: Pukin Estate Date despatch: 07/03/2023 Quantity: 28,030 kg Delivery Note no.: 99075 RSPO Cert. no.: RSPO927888 Weighbridge ticket no.: FB23002483</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil</p>	<p>As per RSPO Supply Chain – Identity Preserve, Refer document no. RSPOSC/SOP/IP/3, rev. no. 8, dated 31/10/2020. Under section 6 Despatch of Mill Produce stated all despatch of CSPO and CSPK must be accompanied by relevant documents such as weighbridge</p>	Complied

	<p>palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>tickets, delivery order, shipping documents etc. reviewed the sampled despatch records as follows:</p> <p>CSPO</p> <p>Buyers: IOI Pan-Century Edible Oil Sdn. Bhd. Sellers: Gomali Palm Oil mill Despatch date: 11/04/2023 Product description: Crude Palm Oil CSPO Quantity: 35,770 kg Seller RSPO Certificate no.: RSPO 727112 Weighbridge Ticket no.: CP 23000326 Contract: C22695</p> <p>CSPK</p> <p>Buyers: Sang Kee Edible Oil Sdn. Bhd. Sellers: Gomali Palm Oil mill Despatch date: 28/02/203 Product description: Palm Kernel CSPK Quantity: 43,360 kg Seller RSPO Certificate no.: RSPO 727112 Weighbridge Ticket no.: PK23000053 Contract: C22542</p>	
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<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 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>As stated in the SOP entitled RSPO Supply Chain – Identity Preserve as guidelines to adopt the Identity Preserve Module, document no. RSPOSC/SOP/IP/3, rev. no. 8, dated 31/10/2020 under section 5 Processing and storage stated that Outsourced process only for transportation as no milling activities allowed to be outsourced.</p> <p>Verified there was no outsourcing activity involved products processing in the mill. Products processing activities carried out by own. Outsourcing activity only involved CPO transportation. No outsourcing for PK despatch that have ex-mill contracts with buyers. Reviewed the contract between Dynamic Plantations Berhad and Teo Tuan Kwee Sdn. Bhd. dated 01/09/2021.</p> <p>In the contracts stated that the Transporter shall be held liable for any loss or damage to the Company’s properties cause by the Transporter’s lorry tankers during the course of the transportation services. The mill has legal ownership of all input material and included in outsourced processes as verification the contract agreement.</p> <p>Stated in the Transport Policy that the approved certification bodies of RSPO, ISCC and MSPO have the rights to audit the contractors from time to time (if necessary) and contractors/transporters shall provide unrestricted access to their respective operations, systems and information on their handling of IOI’s Certified Sustainable Palm Oil as CSPO & Certified Sustainable Palm Kernel CSPK. The procedure has been communicated to the</p>	<p>Complied</p>
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		outsource contractor during training conducted by mill and also refresher briefing upon renewal contract agreement.	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The mill has a record of all contact detail for transporter and updated in the stakeholder list.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The mill is aware that they are to inform he CB in advance if there are any new contractor used for the physical handling of RSPO certified palm products. Stated in the Transport Policy that the approved certification bodies of RSPO, ISCC and MSPO have the rights to audit the contractors from time to time (if necessary) and contractors/ transporters shall provide unrestricted access to their respective operations, systems and information on their handling of IOI's Certified Sustainable Palm Oil as CSPO & Certified Sustainable Palm Kernel CSPK.	Complied
3.8.12	Record keeping i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Addressed in the Standard Operating Procedure RSPO Supply Chain – Identity Preserve (IP) dated 31/10/2020 with reference number: RSPOSC/SOP/IP/3. Gomali POM has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. As per the RSPO Supply Chain – Module: Identity Preserved (IP) procedure, the records retention for RSPO Supply Chain related records and reports to be retained for a minimum of 2 years' period. Sampled records of FFB weighbridge tickets and daily	Complied

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	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>production records for last 2 years were still in place for verification.</p> <p>i. All the sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up-to-date, and accessible.</p> <p>ii. The retention period for maintaining the traceability records is 2 years as stated in the Standard Operating Procedure RSPO Supply Chain – Identity Preserve (IP) dated 31/10/2020 with reference number: RSPOSC/SOP/IP/3.</p> <p>iii. The material and products movement on real-time basis is recorded in “Month End Production Report” for both CPO and PK. The data is summarised in “CPO/PK Mass Balance Calculation (Internal Process & Output for Financial Year XX/YY”. Among the information available in the format is date, FFB processed, OER, CPO amount (opening, produced and closing) and transferred CPO (mill weight, refinery weight).</p> <p>iv. Not Applicable since the model use was IP</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The extraction rate for mill is calculated in daily production detail report. Conversion factor of CPO and PK production is depending on the actual OER and KER. Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER is reported in Table 10 of this report.</p>	Complied

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3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	As per Mill monthly production records, Mill is using the actual extraction rate and therefore updating of rates is not necessary.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Based on the announcement summary, all the registrations were found to be in order. No RSPO volume sold for other scheme. RSPO certified volume only downgraded to conventional CPO/PK. Refer procedure on handling title RSPO Supply Chain -Identity Preserve (IP) RSPOSC/SOP/IP/3 Rev: 08 dated 31/10/2020. From the record verification no outsider FFB accepted in Gomali POM. The FFB source only from supply base and under parent company which is also certified estates.	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	The actor is a palm oil mill, and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. For the period of May 2022 to April 2023, there were 47 announcements for CPO and 45 announcements for PK made. All dispatches announcement was made within 3 months after shipment.	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. IOI Corporation Berhad has obtained Trademark License from RSPO. The trademark license# is 2-0002-04-000-00 (IOI Corporation Berhad), Member ID	Complied

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		RSPO_PO1000000094 which is valid from 23/10/2022 until 22/08/2023.	
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	A corporate communication was made by IOI Corporation Berhad that highlights its membership of the RSPO and commitment towards RSPO principles. IOI Corporation Berhad has obtained Trademark License from RSPO. Verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc). corporate communication only for 'off product' claim.	Complied
4.2	In corporate communications a member is allowed to: a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. 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.	IOI Corporation Berhad has stated the member's history with regard to RSPO in the company's website and annual report with the use of trademark logo. Trademark License from RSPO was verified. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. The use of trademark logo were in compliance with the RSPO Trademark License.	Complied
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	The company does not make any statement that may misleading to the consumers to believe that RSPO membership by itself implies that selling of RSPO-certified oil palm products by verified through the website.	Complied

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4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	The communication that made via website is consistent, clear and does not mislead the consumer and stakeholders as to the certified content of oil palm products in their own products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	There was no RSPO corporate logo has been used verified through website, notice board, business card, shipping documentation and procurement/ purchasing document.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/PK RSPO IP) and RSPO certificate number; RSPO 727112.	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	Gomali POM is not under distributor or wholesaler category. Thus, this requirement is not applicable	Complied

	<p>wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES			
Certified oil palm content (IP)			
	For IP, 95% or above of the oil palm content must be RSPO IP-certified.	Gomali POM is producing palm product which contain 100% oil palm content	Complied
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	Gomali POM is producing palm product which contain 100% oil palm content	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	Gomali POM is producing palm product which contain 100% oil palm content	Complied
Labelling and trademark (IP)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately 	Gomali POM is producing palm product and does not involve in any labelling of end product	Complied

	<p>under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack.</p>		
Messaging (IP)			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. www.rspo.org • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	<p>Gomali POM is producing palm product and does not involve in any labelling of end product</p>	<p>Complied</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			

<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The Policy to respect human rights is contained in IOI Group’s Sustainable Palm Oil Policy revised in October 2020. This Policy states that the Company respects and uphold the rights of all workers, including contract, temporary and migrant workers as well as protecting human rights defenders against threats and retaliation in accordance with the following:</p> <ul style="list-style-type: none"> a) Universal Declaration of Human Rights b) International Labour Organization’s core conventions c) United Nations Guiding Principles on Business and Human Rights d) Principles of Free and Fair Labour in Palm Oil Production. <p>Communication of the policy for stakeholders has been conducted as per below</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023 	<p>Complied</p>
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		<p>While for workers, communication of the policy has been conducted and verified as per training records with photo and attendance list. Details as per below</p> <p>Gomali Estate: Conducted on 15/05/2023 Tambang Estate: Conducted on 11/01/2023 Paya Lang Estate : Conducted on 13/01/2023 Jasin Lalang Estate : Conducted on 02/01/2023</p> <p>As per interview with stakeholders and workers, it has been confirmed that they are aware with the policy which also has been posted at the notice board at the office and housing compound.</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>IOI Plantation Berhad prohibits any form of harassment in their operation as per policy that has been established. 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 Gomali POM and supplying estates that been confirmed through interview with both workers and stakeholders</p>	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p>	<p>Gomali POM and its supply base are bound by IOI's Standard "Grievance Procedure (Section 7.0)".</p> <p>The grievance procedure includes the mechanism of receiving, recording and addressing any complaints/grievances from affected parties. The procedure states that response would be given within</p>	Complied

	<p>- Critical (Major) compliance -</p>	<p>24 hours, which would be followed by preliminary investigation within 30 working days from grievance submission date. If the complaint remains unresolved, parties go to Stage 3 where further investigation/meeting with complainant would be held within 10 working days after preliminary investigation outcome. If matter remains unresolved, it would be escalated to the Group Head Sustainability.</p> <p>Other mechanism to issue any complaint is though IOI Mesra apps that has been established with different languages. Complaint received will be directly to human resources department and be allocated to respective operating units.</p> <p>IOI Group also adopts the United Nations Guiding Principles on Business and Human Rights and the principles of Free and Fair Labour in Palm Oil Production. Part of this document affirms that the legitimate and peaceful activities of Human Rights Defenders are not obstructed. Whistle blowers are protected under the IOI Group’s Whistle Blowing Policy (Revised October 2019). The Policy ensures anonymity of complainants or whistle blowers.</p> <p>Every unit within the Gomali POM and its supply base keep a Grievance/Complaints Book (also known as Green Book) which is readily accessible at the office and can be filled in by workers, staff and external stakeholders. Based on the entries in the Green Book, evidence was available that grievances were acted upon in a timely an appropriate manner.</p>	
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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>Communication of the SOPs has been done to all the workers at each operating units during morning muster call and during the stakeholder’s consultation for all stakeholders. It has been confirmed that all workers aware with the process on how to lodge any complaint.</p> <p><u>Gomali Estate</u></p> <p>Training for the procedure has been conducted on 04/05/2023 for all workers during morning muster call.</p> <p><u>Gomali POM: 10/03/2023 and 17/03/2023</u></p> <p><u>Tambang Estate: 04/04/2023</u></p> <p><u>Paya lang Estate: 03/01/2023</u></p> <p><u>Jasin Lalang Estate: 04/01/2023</u></p> <p>As per interview with stakeholders and workers, it has been confirmed that the procedure has been communicated and the stakeholders and workers can demonstrate their understanding on the procedure including illiterate parties.</p>	Complied
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>IOI Plantations Berhad has established a mechanism in order to monitor any grievances and complaint and has been recorded in the logbook title “Complaint/Grievance book” and has been known as “Green book” by IOI Plantations Berhad staff and workers.</p> <p>For Gomali Estate, records have been maintained since 12/10/2020 and latest grievance received on 20/04/2023 related beehive at the Sustainability, safety and health department office, received by Siti Nasiba, sustainability staff and has been responded on 26/04/2023.</p>	Complied

		<p>Interview with the complainer confirmed that complaint has been recorded and responded on timely manner.</p> <p>For Gomali POM, latest grievance that has been recorded in the grievance records is in 2021 and has been verified responded by the management through interview with the complainer.</p> <p>Tambang Estate</p> <ol style="list-style-type: none"> 1. Complaint dated 18/04/2023, Request on repair of water tank and electric plug. Management has solved the problem on 28/04/2023. <p>Paya Lang Estate</p> <ol style="list-style-type: none"> 1. Complaint dated 05/04/2023, Request on repair the sink pipe light switch and plug switch water tank and electric plug. The management has taken action, and the issue was closed a week after the complaint lodge. <p>Jasin Lalang Estate</p> <ol style="list-style-type: none"> 1. Complaint dated 07/04/2023 related to shopkeeper did not supply enough daily usage of household items. This is due to losses he needs to bear from the workers that run away and not paying debt to him. Management has met with the shopkeepers and discuss on the issues where ultimatum has been achieved between the management and the shopkeepers. The issue was closed on 10/04/2023. 2. Complaint dated 12/01/2023 related to repair of 6 unit of lamp, the issue was closed on the same day. 	
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		There is evidence that most of the complaints have been responded immediately after the complaint received. It has been confirmed through interview with the workers itself	
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	The conflict resolution mechanism is contained in IOI Corporation Berhad Grievance Procedure (Doc Ref.: IOI/P/GP/001 Rev No. 1 Rev Date 20 Jan 2020). As stated in the procedure allows aggrieved parties to have access to information, independent legal and technical advice and expertise.	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	Consultation for any contribution with stakeholders has been conducted during the external stakeholders meeting and has been document reference IOI/P/F/MM dated 30/12/2020 conducted to external stakeholders on 21/02/2023 and internal stakeholders, 11/05/2023 for Gomali Estate, 20/03/2023 for Gomali POM and there is no contribution has been requested by local communities and stakeholders. Contribution done by Gomali Estate as per below a) Contribution for flowerpot to SJK (C) Central site b) Contribution of grass cutter to Batu Anam Police station on 23/11/2022 c) Contribution to flood victim in Kampung Awat and Kampung Lubuk Kepong on 07/03/2023. d) Contribution for graduation days for Sekolah Kebangsaan Awat	Complied

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		<p>e) Contribution to Masjid Al-Azzim Lubuk Kepong for Ramadhan month celebrations 07/03/2023</p> <p>f) Contribution for signboard to SJK (C) Central site.</p> <p>Contribution done by Gomali POM as per below</p> <p>a. Contribution for paint to SKJC Central Site</p> <p>b. Contribution of soil to SJKT Ladang Gomali</p> <p>c. Contribution of repairing 7 LED lights to SJKT Ladang Gomali</p> <p>d. Contribution to SK KG Awat fro graduation days</p> <p>Paya Lang Estate</p> <p>a) Buffaloes donation for Hari Raya celebration, dated 14/03/2023</p> <p>b) Usage of estate road for school activities. Dated 10/04/2023</p> <p>c) Usage of water tank and garbage for prayers activities.</p>	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Below are the details of legal land ownership:</p> <p>Gomali Palm Oil Mill is located within the Paya Lang Estate compound and the quit rent is paid by the estate management.</p> <p>Sighted the land title details as follows:</p> <p>Land title No: GN96618, Lot No: 908, Area: 30.40 ha</p> <p>Gomali Estate</p>	Complied

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Land title number	Tenure	Land used	Lot number	Hectarage
96618	Freehold	Nil	906, 908, 908, & 911	2025.4601
103235	Freehold	Nil	149	398.8177
103497	Freehold	Nil	150	1012.5234
103231	Freehold	Nil	897, 902,905	197.1952
10323	Freehold	Nil	898 & 900	42.3938
<p>Tambang Estate</p> <p>There is total 19 land title for Tambang Estate which is categorized under freehold which has been purchased from Dunlop Plantations Limited/Rubber. Sample as per below</p>				
Land title number	Tenure	Land used	Lot number	Hectarage
GN120770	Freehold	Nil	555	8.25
GN121091	Freehold	Nil	838	10.16
GN44693	Freehold	Nil	1932	424
GN121273	Freehold	Nil	921	168.65

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		<table border="1"> <tr> <td>MKG00005 90</td> <td>Freehold</td> <td>Agriculture</td> <td>272</td> <td>0.1131</td> </tr> </table>	MKG00005 90	Freehold	Agriculture	272	0.1131	
MKG00005 90	Freehold	Agriculture	272	0.1131				
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>Paya Lang Estate</p> <p>There are 16 land titles for their area of 2467.25 Ha. Quit rent payment for year 2023 has been made on 08/05/2023. Sample of land titles as below:</p> <ol style="list-style-type: none"> 1. Land title no: 121403, Area: 269.3179 Ha, District: Segamat 2. Land title no: 154361, Area: 14.9228 Ha, District: Segamat 3. Land title no: 37624, Area: 7.016 Ha, District: Segamat <p>Jasin Lalang Estate</p> <p>Total of 7 land titles are available with total of 747.4299 with sampling of land title is as follow: -</p> <ol style="list-style-type: none"> 1. Land Title No: 11217, Area: 243.5197 Ha, District: Jasin, 2. Land Title No: 46414, Area: 217.9 Ha, District: Jasin, 3. Land Title No: 46412, Area: 111.4 Ha, District: Jasin, 			Not Applicable			
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land			Not Applicable			

	<p>particular assurance that vulnerable, minorities’ and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	
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 evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification’s title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal, customary or user rights affected local communities. It has been confirmed through interviews with sample local communities during stakeholder meeting. Documentation reference e.g. Land title and Boundary Maps was available for verification. Therefore, this indicator is not applicable.</p>	Not Applicable

4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. There is no evidence of any local community land involved. It has been confirmed through interview with sample local communities. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no evidence of any local community land involved. It has been confirmed through interview with sample local communities. Therefore, this indicator is not applicable.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no evidence of any local community land involved. has been confirmed through interview with sample local communities. So this indicator is not applicable.	Not Applicable
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	All operating units under IOI Gomali POM certification units owned by IOI Plantation Berhad. Details of land ownerships has been outline in indicator 4.4.1	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System	Complied

	<p>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>	(GRASS) and interview with local communities and neighbouring estate.	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	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>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied

4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	There are no changes compared to last year where previous procedure is still applicable. Details as per below 1. Grievance Procedure for Landowner Issues (SOP: 6.11; Appendix 4; Rev 1A; dated 17/01/2017) 2. Land Use Compensation Procedure (SOP: 6.11; Appendix 8; Rev 1A; dated 17/01/2017). 3. Negotiation Procedure Through Free, Prior and Informed Consent (SOP: 6.11; Appendix 5; Rev 1A; dated 17/01/2017).	Complied

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4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable. Details as per below</p> <ol style="list-style-type: none"> 1. Grievance Procedure for Landowner Issues (SOP: 6.11; Appendix 4; Rev 1A; dated 17/01/2017) 2. Land Use Compensation Procedure (SOP: 6.11; Appendix 8; Rev 1A; dated 17/01/2017). 3. Negotiation Procedure Through Free, Prior and Informed Consent (SOP: 6.11; Appendix 5; Rev 1A; dated 17/01/2017). 	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>There are no scheme small holdings that supply FFB to Gomali POM</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 Gomali Certification units are owned by IOI Plantation Berhad. Based on documentation review and complaint logs, there is no evidence of any land dispute reported. Therefore, this Indicator is not applicable.</p>	Complied
<p>Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable. Details as per below</p> <ol style="list-style-type: none"> 1. Grievance Procedure for Landowner Issues (SOP: 6.11; Appendix 4; Rev 1A; dated 17/01/2017) 2. Land Use Compensation Procedure (SOP: 6.11; Appendix 8; Rev 	Complied

		1A; dated 17/01/2017). 3. Negotiation Procedure Through Free, Prior and Informed Consent (SOP: 6.11; Appendix 5; Rev 1A; dated 17/01/2017).	
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable. Details as per below</p> <ol style="list-style-type: none"> 1. Grievance Procedure for Landowner Issues (SOP: 6.11; Appendix 4; Rev 1A; dated 17/01/2017) 2. Land Use Compensation Procedure (SOP: 6.11; Appendix 8; Rev 1A; dated 17/01/2017). 3. Negotiation Procedure Through Free, Prior and Informed Consent (SOP: 6.11; Appendix 5; Rev 1A; dated 17/01/2017). 	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 lands both operating units under Gomali Certification Units. It has been confirmed through interview with local communities and neighbouring estate. All lands are owned by IOI Plantation Berhad.</p>	Complied
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>There are no customary right lands both operating units under Gomali Certification Units. It has been confirmed through interview with local communities and neighbouring estate. All lands are owned by IOI Plantation Berhad.</p>	Complied

4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no customary right lands both operating units under Gomali Certification Units. It has been confirmed through interview with local communities and neighbouring estate. All lands are owned by IOI Plantation Berhad.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>There are no customary right lands both operating units under Gomali Certification Units. It has been confirmed through interview with local communities and neighbouring estate. All lands are owned by IOI Plantation Berhad.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>There are no customary right lands both operating units under Gomali Certification Units. It has been confirmed through interview with local communities and neighbouring estate. All lands are owned by IOI Plantation Berhad.</p> <p>However, the below procedures are established to manage conflict and dispute over land.</p> <ol style="list-style-type: none"> 1. Grievance Procedure for Landowner Issues (SOP: 6.11; Appendix 4; Rev 1A; dated 17/01/2017) 2. Land Use Compensation Procedure (SOP: 6.11; Appendix 8; Rev 1A; dated 17/01/2017). 3. Negotiation Procedure Through Free, Prior and Informed Consent (SOP: 6.11; Appendix 5; Rev 1A; 	Complied

		dated 17/01/2017).	
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	The mill does not receive FFB from third parties including smallholders. The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates. Thus, this indicator is not applicable.	Not Applicable
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	The mill does not receive FFB from third parties including smallholders. The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates. Thus, this indicator is not applicable.	Not Applicable
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	The mill does not receive FFB from third parties including smallholders. The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.	Not Applicable

		Thus, this indicator is not applicable.	
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable

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5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The mill does not receive FFB from third parties including smallholders.</p> <p>The mill adopted the Identity Preserve Supply Chain Module. Verified during the audit, the mill only received FFB from RSPO certified source from the 11 Estates within the supply bases and diversion from other certified IOI Plantation Berhad estates.</p> <p>Thus, this indicator is not applicable.</p>	Complied
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			

5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Gomali POM is an Identity Preserved Supply Chain Module. The Mill processes only FFB from its group of estates. The certification unit does not have any smallholders within its supply base. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>Gomali POM is an Identity Preserved Supply Chain Module. The Mill processes only FFB from its group of estates. The certification unit does not have any smallholders within its supply base. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Gomali POM is an Identity Preserved Supply Chain Module. The Mill processes only FFB from its group of estates. The certification unit does not have any smallholders within its supply base. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Gomali POM is an Identity Preserved Supply Chain Module. The Mill processes only FFB from its group of estates. The certification unit does not have any smallholders within its supply base. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Gomali POM is an Identity Preserved Supply Chain Module. The Mill processes only FFB from its group of estates. The certification unit does not have any smallholders within its supply base. Therefore, this indicator is not applicable.</p>	Not Applicable

Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>A Policy entitled IOI's Sustainable Palm Oil Policy signed by the Group Managing Director/Chief Executive Officer and Group Head of Sustainability (revised in October 2020 is available and displayed at the main notice boards and at the workers' housing. The Policy states that there will be no discrimination based on race, national origin, religion, gender, union membership and age. Interviews held with local and foreign workers (both male and female) at all units in Gomali POM, confirmed that there is no form of discrimination. The workers confirmed that they were given equal employment opportunities and are able to enjoy all the benefits and use of amenities accorded by the Company.</p>	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interviews with workers at Gomali POM, Gomali Estate, Tambang Estate, Jasin Lalang estate, documents reviewed and observations made, there is no evidence that there has been any form of discrimination against any local or foreign employees.</p> <p>Review of pay checks and employment contracts also confirm that all workers irrespective of nationalities, gender, religion, etc are accorded the same employment terms and receive the same wages for the same scope of work.</p> <p>All foreign workers sampled confirmed that they enjoy the same benefits and amenities e.g., housing, electricity, water, and religious</p>	Complied

		<p>freedom (where mosque, temple and church has been built inside the estate).</p> <p>There is also no evidence of recruitment fee has been imposed on any of the workers sampled. As per verification, the system that has been established since last year is effective to ensure that there is no discrimination in each operating unit of Gomali POM and supply bases.</p>	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Gomali POM, Gomali Estate, Tambang Estate, Jasin Lalang estate was able to demonstrate that the recruitment selection, hiring and access to training were based on skills, capabilities and medical fitness. Each worker filled up a job application form attaching copies of NRIC, qualification and previous work experience. The Manager then assessed their respective suitability to the job vacancy and recorded this in the application form. The workers also attended an orientation and induction training to familiarize them with their work in IOI.</p> <p>Sample of workers has been taken by auditor for verification Gomali Estate: 3 local workers, 3 Indonesian workers (recruited in May 2023) and 3 Indian workers (recruited in December 2022)</p> <p>Sighted that interview has been conducted at the origin country by the management and has been recorded. Sighted also that both workers have signed employment contract. Further interview verified the process of recruitment, and they can demonstrate their understanding on the employment contract.</p>	Complied

		While for training, there is evidence that all workers have been provided with training prior to start works based on types of works of each worker. There is promotion for each operating unit. Medical check-up has been conducted annually for foreign workers for permit renewal and workers that handling chemical.	
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 -	It is not mandatory for women workers to be tested for pregnancy where they can disagree by signing declaration form. Sighted declaration of acceptance for each operating either agreed to be tested or not in the document "Guidelines on reproductive health". For Gomali POM, sighted 4 samples of workers that signed which disagree to be tested which also did not perform works related to chemical.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	The gender committees at Gomali, are known as the Women Empowerment Committees (WEC). The WEC consists of all female employees, and wives of workers are also invited to join their activities. Review of meeting minutes and interviews held with WEC members confirmed that the WEC also provide awareness to its members on issues of concern such as sexual harassment, domestic violence, how complaints are lodged, and who to complaint to. The WEC also discussed issues such as health and improvements for its members. <u>Gomali Estate</u>	Complied

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		<p>Meeting for women has been done and minutes meeting sighted title Mesyuarat Jawatankuasa Pemerkasaan Wanita (WEC) done on 13/06/2023 and 13/12/2022.</p> <p><u>Gomali POM</u></p> <p>Meeting for women has been done and minutes meeting sighted title Mesyuarat Jawatankuasa Pemerkasaan Wanita (WEC) done on 16/05/2023.</p> <p><u>Tambang Estate</u></p> <p>Meeting for women has been done and minutes meeting sighted title Mesyuarat Jawatankuasa Pemerkasaan Wanita (WEC) done on 18/04/2023.</p> <p><u>Paya Lang Estate</u></p> <p>Meeting for gender committee has been conducted latest on 13/05/2023 with attendance of all female staff and workers. There are no issues that has been highlighted and discussed during the meeting. There was 1 worker requested to celebrate women days and agreed during the meeting to be done in July `23.</p> <p>As per interview with female workers, gender committee is functioning to address any female workers issues such as sexual harassment issues, reproductive rights, any issues of discrimination and increase of knowledge related such as maternity, breastfeeding</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Gomali POM and its supply bases were able to demonstrate evidence of equal pay for the same work scope where all units pays the workers paid base accordance with minimum wages order 2022 of RM57.69per day per person. The SOP for Minimum Wages for</p>	Complied

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		estate Field/General Worker and Harvesters has been fixed irrespective of gender and nationality. This was demonstrated by comparing sampled employment contracts and pay slips for sample workers for each operating unit. It also has been agreed in the latest collective agreement	
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	Collective agreement between IOI Group of companies and national union of plantation workers (NUPW) for Palm Oil Mill Employees, 2020 registered 09/03/2020 valid until December 2022 reference number COG. NO: 057/2020. Other than all operating units complies with Minimum Wage Order 2022 at rate RM1500/months, RM57.69/day or RM7.21/hour	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Documentation and conditions of pay for foreign workers hired in the mill was available. Employment agreement with foreign workers, who are Indian, Bangladesh, Nepalese and Indonesian, stated all statutory fringe benefits and eligible incentives, e.g. working hours, overtime, leave and medical benefits, maternity leave for women, insurance coverage, deductions, resignation notice period, company rules. Company procedures require the employment contract to be explained by management to potential migrant workers before contracts are signed.</p> <p>Pay slips available for verification showed the workers were able to earn descent living wages that meet the Minimum Wage Order 2022. For those workers employed before the Minimum Wage Order</p>	Complied

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		<p>2022, New/Amended Terms and Conditions of Employment Contract was signed by the workers on the new Minimum Wage Order 2022.</p> <p>Training on wages and salary calculation has been conducted. Sample taken for Gomali Estate on 18/04/2023; training was attended by workers.</p> <p>Sampled the pay slip for the month of August 2022, December 2022 and April 2023 for the workers with employee ID as per below: -</p> <p>Gomali Estate Estate</p> <ol style="list-style-type: none"> 1. Employee ID: 1PDP/IOI/0617/23699 2. Employee ID: 1PDP/IOI/1118/23462 3. Employee ID: 1PDP/IOI/0997/23339 4. Employee ID: 1PDP/IOI/0717/23416 5. Employee ID: 1PDP/IOI/0412/23397 6. Employee ID: 1PDP/IOI/0721/29338 7. Employee ID: 1PDP/IOI/0319/23382 8. Employee ID: 1PDP/IOI/0110/23353 9. Employee ID: 1PDP/IOI/1118/23415 10. Employee ID: 1PDP/IOI/1022/38037 <p>Tambang Estate Estate</p> <ol style="list-style-type: none"> 1. Employee ID: 1PDP/IOI/0922/36805 2. Employee ID: 1PDP/IOI/0118/24117 3. Employee ID: 1PDP/IOI/1014/24138 	
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6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>For all operating units, there is evidence that all workers has been provided with employment contract that 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 sick leave and 8 days of annual leave.</p>	Complied

		<p>Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p> <p>As per verification, there was no resignation and dismissal in the period of audit. It has been confirmed through interview with workers and comparison total number of workers for current and previous period and list of new recruitment in the IOI Plantation online systems.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>The management has provided adequate amenities to their local and foreign workers as well the grouping has provided adequate housing, water supplies, medical, educational, and public amenities. Workers are provided free living quarters constructed of permanent materials that have living rooms, bedrooms, kitchen and toilets. All the houses are supplied with treated water and electricity. The workers are provided with medical, educational and public amenities as the Workers’ Minimum Standard of Housing and Amenities Act 1990 (Act 446).</p> <p>Sighted the record of housing inspection was conducted at each estate:</p> <ul style="list-style-type: none"> • Gomali Estate – latest housing inspection was conducted on 16/05/2023. • Tambang Estate – latest housing inspection was conducted on 24/05/2023. • Paya Lang Estate - latest housing inspection was conducted on 23/05/2023. 	Complied

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		<ul style="list-style-type: none"> • Jasin Lalang Estate - latest housing inspection was conducted on 25/05/2023. 	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>There are sundry shops operating in the estates' facilities. Other than that, all operating units are located nearby to small town which is around 3 km from the estates. Monitoring of the item prices has been every 6 months and latest has been done on 12/12/2022. As per site visit to the sundry store, there is sufficient and affordable food sold in the sundry shops. It also has been confirmed that monitoring of the price is done by the management base on interview with sundry shop owner.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p>	<p>The calculation of DLW for Gomali POM and its supply base took into account food, housing, non-food non-housing (medical, amenities).</p> <p>The net living wages is calculated at RM1,637.26 and the gross DLW (after adding SOCSO, income tax, Employee Insurance Scheme payments), is calculated at RM1,850.00.</p> <p>The minimum wages for the workers is RM1,500 per month, and total average workers received is RM1,965 which is highted than living wages and minimum wages</p>	Complied

<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"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. 		
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	- Minor compliance -		
6.2.7	Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal - Minor compliance -	All the estates and mill employ full-time employees, and based on records reviewed and interviews conducted, there are no casual, temporary and day labour employed within Gomali POM and its supply base.	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented. - Critical (Major) compliance -</p>	<p>The statement recognizing freedom of association and the right to collective bargaining is available in the IOI's Sustainable Palm Oil Policy signed by the Group Managing Director/Chief Executive Officer and Group Head of Sustainability (revised in October 2020). In this document, IOI commits to uphold the rights to freedom of association and recognize the right to collective bargaining and allow trade unions to have access to all workers.</p> <p>Communication of the policy for stakeholders has been conducted as per below</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders. • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders. • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders. 	Complied

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		<ul style="list-style-type: none"> • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023. <p>While for workers, communication of the policy has been conducted and verified as per training records with photo and attendance list. Details as per below</p> <p>Gomali Estate: Conducted on 15/05/2023. Tambang Estate: Conducted on 11/01/2023. Paya Lang Estate: Conducted on 13/01/2023. Jasin Lalang Estate: Conducted on 02/01/2023.</p> <p>As per interview with stakeholders and workers, it has been confirmed that they are aware with the policy which also has been posted at the notice board at the office and housing compound</p> <p>As per interview with NUPW representative in Gomali POM and Tambang Estate confirmed that all workers are allowed to join any registered union. Verification has been done base on payslips where deduction of NUPW memberships fee of total RM8 and payment to NUPW by the estate in the document "Deduction list month of April 2023".</p> <p>Other than that, the management has taken initiative to established joint consultative committee for each operating unit. Sighted organization chart for each operating units and representative from different nationalities (Bangladesh, Nepal, Local, India, Indonesia, Myanmar).</p>	
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6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>As part of IOI Plantation Berhad initiative to established workers representative committee and meeting has been conducted on every 2 months for each operating units. Minutes meeting has been made available in Bahasa Malaysia and has been classified as publicly available.</p> <p>Gomali Estate 03/05/2023 Gomali POM: 06/04/2023 Tambang Estate 03/04/2023 Paya Lang Estate: 07/03/2023 and 11/05/2023</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>There is evidence that the management did not interfere with the formation of union and representative has been elected for each operating units for Joint consultative committee. It has been confirmed through interview with the workers. While for NUPW, selection of representative arranged by NUPW itself. Sample checked for Tambang Estate, sighted election document that has been conducted on 22/03/2023.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>The Policy for the protection of children, including the prohibition against child labour is available in IOI's Sustainable Palm Oil Policy. This Policy also pledges to eliminate all forms of child labour.</p> <p>Contracts signed between Gomali POM, and the Estates contain an undertaking by the respective contractors that they shall not recruit any person below the age of 18. Clause d of the Additional Requirements for Contractors and Service Providers states that the</p>	Complied

		<p>contractors’ workers must at least be 18 years old when employed. Sighted were contracts signed as follows:</p> <p>Contractor: Tek Lee Construction Sdn Bhd, Work: Replanting Tambang Estate</p> <p>Contractor: SGSS Mutiara Builders. Supply of machinery (backhoe, grader)</p> <p>Nilamogan A/L Kathan, Grass cutting.</p> <p>Paya Lang Estate</p> <p>Contractor: Mathaven A/L Paidal Nair Estate. Upkeep contractor</p> <p>Jasin Lalang Estate</p> <p>Contractor: Kim Soon Lee Transport Sdn Bhd – FFB Transport.</p>	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interviews, documentation review and observations in the field, evidence is available that minimum age requirements of 18 years old are met throughout Gomali POM and supply base.</p> <p>Personnel files contain copies of the workers’ NRIC (for Malaysians) and passports (for non-Malaysians). These documents were used to screen age of the workers when they applied for the job. Visit to the linesite and field also did not reveal any persons under 18 years old working.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>There was no evidence that any young persons were employed in at Gomali POM and its supply base as evidenced from documentation review, field observations, line site observations and audit interviews.</p>	Complied

6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The IOI Sustainability Policy which pledges to eliminate all forms of child labour is displayed at prominent places near the office and workers' housing. Based on the documents sighted, communication about its no child labour policy were communicated to all levels of employees as evidenced from training records held as follows:</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023 	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>A Policy to prevent sexual and other forms of harassment is contained in IOI's Sustainable Palm Oil Policy signed by the Group Managing Director/Chief Executive Officer and Group Head of Sustainability (revised in October 2020). This document states that the Company will promote a safe and healthy working environment that is free from sexual harassment and other hazards. In addition, IOI also has a policy known as Policy on Harassment at Workplace. Based on interviews with members of the Women's Empowerment</p>	Complied

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		<p>Group and other workers, these Policies are being implemented and communicated to all levels of workforce during Policy trainings conducted as follows:</p> <p>Communication of the policy for stakeholders has been conducted as per below</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders. • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders. • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders. • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023. <p>While for workers, communication of the policy has been conducted and verified as per training records with photo and attendance list. Details as per below</p> <p>Gomali Estate: Conducted on 15/05/2023 Tambang Estate: Conducted on 11/01/2023 Paya Lang Estate: Conducted on 13/01/2023 Jasin Lalang Estate: Conducted on 02/01/2023</p>	
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<p>6.5.2</p>	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -</p>	<p>A Policy to prevent sexual and other forms of harassment is contained in IOI’s Sustainable Palm Oil Policy signed by the Group Managing Director/Chief Executive Officer and Group Head of Sustainability (revised in October 2020). This document states that the Company will protect reproductive health of women employees. This Policy is being implemented based on interviews held with women employees who are not prohibited from planning their families, are entitled to 98 days paid maternity leave, and women employees who are exposed to chemicals would be re-assigned to another job once she is confirmed pregnant.</p> <p>This Policy were communicated during Policy trainings conducted as follows:</p> <ul style="list-style-type: none"> • Gomali Estate – 21/02/2023 for external stakeholders, 11/05/2023 for internal stakeholders. • Tambang Estate – 21/02/2023 for external stakeholders, 17/06/2022 for internal stakeholders. • Paya Lang Estate – 21/02/2023 for external stakeholders, 16/05/2023 for internal stakeholders. • Jasin Lalang Estate – 09/05/2023 for external stakeholders, 17/04/2023 for internal stakeholders. • Gomali POM-External Stakeholder Meeting – Date: 21/02/2023, Internal Stakeholder Meeting-Date: 20/03/2023. <p>While for workers, communication of the policy has been conducted and verified as per training records with photo and attendance list. Details as per below</p>	<p>Complied</p>
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		<p>Gomali Estate: Conducted on 15/05/2023. Tambang Estate: Conducted on 11/01/2023. Paya Lang Estate: Conducted on 13/01/2023. Jasin Lalang Estate: Conducted on 02/01/2023.</p>	
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>New mother assessment has been done by the management using assessment form "New mothers' consultation form" latest on March 2023 There is no special request from the new mother.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>IOI Corporation Berhad has a Grievance Procedure dated 20/1/2020. Para 4 states that the Company commits to safeguard all stakeholders involved in the grievance process against potential threats, intimidation, violence or reprisals. Furthermore, the grievance mechanism support with Whistleblowing Policy revised on October 2019. Para 4.0 stated that the complainants may choose to remain anonymous when reporting on the particular grievance). The IOI Sustainability Policy is also displayed at prominent places near the office and workers' housing. This Policy were communicated during Policy trainings conducted during the morning mustercall</p> <p>Additionally, IOI has also printed posters in various languages Interviews conducted with workers also confirmed their understanding of the grievance mechanism.</p>	Complied
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			

<p>6.6.1</p>	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Based on interviews with the workers, and observations made, the following were found:</p> <p>Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some Indonesian workers has been interviewed and confirmed that passport has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house.</p> <p>Charging of recruitment fee: Workers are not charged any recruitment fees. This is clearly stated in the contracts between IOI Plantation with the recruitment agents from Indonesia Interviews conducted with workers also confirmed that they have not been charged any recruitment fees.</p> <p>Involuntary overtime: Based on interviews conducted with the workers, all overtime work were carried out on a voluntary basis. Workers are free decline any offers for overtime work. Sighted were written consent from workers to work overtime for Gomali POM and supplying estates.</p> <p>Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers.</p> <p>Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview where there is no debt has been given</p>	<p>Complied</p>
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		<p>to the workers. There is also no recruitment fee has been charged to the workers hence confirmed that there is debt bondage implement. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid through Merchantrade and sighted evidence of payment. There is evidence that there no workers` wages has been withhold. It has been further confirmed through interview.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented. - Critical (Major) compliance -</p>	<p>A specific labour policy and/or procedures for migrant workers are available in IOI Plantation Foreign Workers Recruitment Guideline and Procedure signed by the Plantation Director dated October 2017 (Revised July 2018). This Guidelines and Procedure covers the following:</p> <ul style="list-style-type: none"> - No payment of recruitment fee - Pre-employment stages - Arrival of workers - Orientation and induction training - Health screening - Passport handling - Provision of basic items - Grievance mechanism - Contract renewal, etc. 	Complied

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		Based on audit interviews and records sighted, Gomali POM and its supply base have demonstrated that the procedures are being implemented.										
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.												
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The mill and estates manager has been appointed as person responsible for safety and health cum chairman for safety and health as per Safety Management Plan Section 1.3.4 dated 06/01/2023 stating that Managers of respective units is automatically appointed as ESH Chairman. All correspondence were sighted and verified. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training. Concerns on issue related health, safety and welfare were discussed at these meetings and recorded. The OSH Committee meeting for Estate was conducted on quarterly basis. Reviewed the latest minutes meeting FY 2023 and FY2022 as follows:</p> <table border="1" data-bbox="1137 1085 1930 1232"> <thead> <tr> <th data-bbox="1137 1085 1402 1133">OSH Meeting 2023</th> <th data-bbox="1402 1085 1666 1133">Gomali Estate</th> <th data-bbox="1666 1085 1930 1133">Tambang Estate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1133 1402 1181">1st Quarter</td> <td data-bbox="1402 1133 1666 1181">08/03/2023</td> <td data-bbox="1666 1133 1930 1181">08/03/2023</td> </tr> <tr> <td data-bbox="1137 1181 1402 1232">OSH Meeting 2022</td> <td data-bbox="1402 1181 1666 1232"></td> <td data-bbox="1666 1181 1930 1232"></td> </tr> </tbody> </table>	OSH Meeting 2023	Gomali Estate	Tambang Estate	1 st Quarter	08/03/2023	08/03/2023	OSH Meeting 2022			Complied
OSH Meeting 2023	Gomali Estate	Tambang Estate										
1 st Quarter	08/03/2023	08/03/2023										
OSH Meeting 2022												

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	2 nd Quarter	16/06/2022	22/06/2022	
	3 rd Quarter	15/09/2022	27/09/2022	
	4 th Quarter	30/11/2022	20/12/2022	
	OSH Meeting 2023		Paya Lang Estate	
	1 st Quarter		21/03/2023	
	OSH Meeting 2022			
	2 nd Quarter		30/06/2022	
	3 rd Quarter		15/09/2022	
	4 th Quarter		14/12/2022	
	OSH Meeting 2023		Gomali POM	Jasin Lalang Estate
	1 st Quarter	25/01/2023	20/02/2023	
	2 nd Quarter	19/04/2023	10/05/2023	
	OSH Meeting 2022			
	3 rd Quarter	27/07/2022	03/08/2022	
	4 th Quarter	11/10/2022	07/11/2022	

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		<p>Workplace inspections are made prior to the ESH meeting. Latest workplace inspection was conducted on the month of April and May 2023.</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Procedures for accidents and emergencies has been established. There is formation of ERP Team & ERP for all the identified incidences. In addition the procedures have been summarized in a chart flow form and displayed for information of all employees in the estates and mill. They includes emergencies relating fire, chemical spillage, flood and accident at work place. Refer Flowchart procedure that has been reviwed on 17/10/2022 as below:</p> <ol style="list-style-type: none"> 1. Emergency Response for Eartquake 2. Emergency Response for accident (Tractor & Lorry Driver) 3. Emergency Response for Chemical handling 4. Emergency Response for physical injured 5. Emergency Response for fire at Mill 6. Emergency Response for leachate from EFB 7. Emergency Response for CPO spillage 8. Emergency Response for Schedule waste spillage 9. Emergency Response for electric shocked 10. Emergency Response for effluent spillage <p>The organization chart for the ERP team was established and displayed for information of the employees. The important telephone contact numbers were also provided therein. Procedure's</p>	<p>Complied</p>

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		<p>guidelines were issued by SPO and amended to tailor to the situation differences in the estates and mill.</p> <p>The operating units continuously provide training to the workers to ensure the awareness on the ERP. Reviewed the training records as follows:</p> <table border="1" data-bbox="1137 539 1921 837"> <thead> <tr> <th>Estate/ Mill</th> <th>ERP Training date</th> </tr> </thead> <tbody> <tr> <td>Gomali POM</td> <td>19/05/2023</td> </tr> <tr> <td>Gomali Estate</td> <td>15/02/2023</td> </tr> <tr> <td>Tambang Estate</td> <td>14/03/2023</td> </tr> <tr> <td>Paya Lang Estate</td> <td>01/04/2023</td> </tr> <tr> <td>Jasin Lalang Estate</td> <td>23/02/2023</td> </tr> </tbody> </table> <p>Procedure for First Aid has been established. Refer SOP Emergency Prevention, Preparedness and Response dated 01/08/2012 with reference number: IOI-OSH 3.3.4.3. The operating provided first aid kit/box and located in designated places or assigned to competent first aider. The operating units has also established an information on the location of first aid box, name and contact no. of the assigned first aider and communicated through briefing, training and displayed on notice board. First aid kit was monitored on monthly basis for estate and quarterly basis for mill. Latest inspection as follows:</p>	Estate/ Mill	ERP Training date	Gomali POM	19/05/2023	Gomali Estate	15/02/2023	Tambang Estate	14/03/2023	Paya Lang Estate	01/04/2023	Jasin Lalang Estate	23/02/2023	
Estate/ Mill	ERP Training date														
Gomali POM	19/05/2023														
Gomali Estate	15/02/2023														
Tambang Estate	14/03/2023														
Paya Lang Estate	01/04/2023														
Jasin Lalang Estate	23/02/2023														

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		Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record	
		Gomali POM	19/05/2023	06/05/2023	
		Gomali Estate	04/05/2023	15/05/2023	
		Tambang Estate	31/01/2023	13/05/2023	
		Paya Lang Estate	06/04/2023	15/05/2023	
		Jasin Lalang Estate	19/01/2023	12/05/2023	
		<p><u>Gomali Estate</u> Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2022 on 04/01/2023 with reference number JKKP8/96627/2022. There were 14 accidents recorded with 90 days TLA.</p> <p><u>Gomali POM</u> Accident records were maintained and updated monthly at the mill. The JKKP 8 form have been submitted for the year ending 2022 on 02/02/2023 with reference number JKKP8/144461/2022. There were 8 accidents recorded with 63 days TLA. First Report has been submitted on 12/01/2023 with reference number JKKP8/96581/2022 however sighted evidence of correspondence email with DOSH on requesting amendment of data dated 25/01/2023.</p> <p><u>Tambang Estate</u></p>			

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		<p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2022 on 12/01/2023 with reference number JKKP8/117205/2022. There were 1 accident recorded with 14 days TLA.</p> <p><u>Paya Lang Estate</u></p> <p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2022 on 13/01/2023 with reference number JKKP8/113384/2022. There were 4 accidents recorded with 31 days TLA.</p> <p><u>Jasin Lalang Estate</u></p> <p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2022 on 09/01/2023 with reference number JKKP8/117339/2022. There were 9 accidents recorded with 14 days TLA.</p>	
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<p>6.7.3</p>	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Refer PPE Issuance record for the year 2023. The estates and mill provide PPE to the employees such as apron, safety helmets, and safety shoes relevant to the work handled by the workers. Records of PPE issuance for the estate were sighted. During the site visit workers were observed to be in PPE. Based on the HIRARC carried out at the estates/mill the PPE types for the various activities has been identified and implemented.</p> <table border="1" data-bbox="1137 635 1926 1098"> <thead> <tr> <th>Category</th> <th>PPE provided</th> </tr> </thead> <tbody> <tr> <td>Tractor Driver</td> <td>Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.</td> </tr> <tr> <td>Sprayers</td> <td>Respirator, nitrile glove, goggles, wellington boots, apron.</td> </tr> <tr> <td>Manuring</td> <td>Apron, wellington boots, dust mask, nitrile glove.</td> </tr> <tr> <td>Engine Driver (Genset)</td> <td>Safety Helmets, Safety shoes, Earmuff / Ear Plug, Gloves</td> </tr> <tr> <td>Harvester</td> <td>Safety helmet, Goggle, sickle cover, hand glove, wellington boots</td> </tr> </tbody> </table> <p>Similarly, the mill issued PPE to its employees for their protection at workplace. Records of PPE issued are maintained individually to all employees. PPE issued to the workers is safety helmets, safety</p>	Category	PPE provided	Tractor Driver	Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.	Sprayers	Respirator, nitrile glove, goggles, wellington boots, apron.	Manuring	Apron, wellington boots, dust mask, nitrile glove.	Engine Driver (Genset)	Safety Helmets, Safety shoes, Earmuff / Ear Plug, Gloves	Harvester	Safety helmet, Goggle, sickle cover, hand glove, wellington boots	<p>Complied</p>
Category	PPE provided														
Tractor Driver	Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.														
Sprayers	Respirator, nitrile glove, goggles, wellington boots, apron.														
Manuring	Apron, wellington boots, dust mask, nitrile glove.														
Engine Driver (Genset)	Safety Helmets, Safety shoes, Earmuff / Ear Plug, Gloves														
Harvester	Safety helmet, Goggle, sickle cover, hand glove, wellington boots														

		<p>shoes. Special PPE for workers assigned to height, confined space. Safety shoes issued on a 6 monthly basis and recorded.</p> <table border="1" data-bbox="1137 466 1930 802"> <thead> <tr> <th data-bbox="1137 466 1370 517">Category</th> <th data-bbox="1370 466 1930 517">PPE provided</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 517 1370 603">Mill operator</td> <td data-bbox="1370 517 1930 603">Safety boots, earmuff, safety vest, helmet, cotton glove</td> </tr> <tr> <td data-bbox="1137 603 1370 719">Water treatment Plant Operator</td> <td data-bbox="1370 603 1930 719">Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.</td> </tr> <tr> <td data-bbox="1137 719 1370 802">Workshop</td> <td data-bbox="1370 719 1930 802">Safety Helmets, Goggles, Leather Gloves, safety Shoes.</td> </tr> </tbody> </table>	Category	PPE provided	Mill operator	Safety boots, earmuff, safety vest, helmet, cotton glove	Water treatment Plant Operator	Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.	Workshop	Safety Helmets, Goggles, Leather Gloves, safety Shoes.	
Category	PPE provided										
Mill operator	Safety boots, earmuff, safety vest, helmet, cotton glove										
Water treatment Plant Operator	Safety boots, earmuff, safety vest, helmet, cotton glove, dust mask.										
Workshop	Safety Helmets, Goggles, Leather Gloves, safety Shoes.										

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<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees by the organization and covered by SOCSO. SOCSO contribution both management and employee were verified for both local and foreign workers. Reviewed on workers profile records found that all workers are covered. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for January and April 2023 for the mill and all sampled estate as below.</p> <table border="1" data-bbox="1137 612 1930 1236"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gomali Estate</td> <td>January</td> <td>211</td> <td>RM7,022.20</td> </tr> <tr> <td>April</td> <td>217</td> <td>RM6,146.50</td> </tr> <tr> <td rowspan="2">Gomali POM</td> <td>January</td> <td>201</td> <td>RM10,014.20</td> </tr> <tr> <td>April</td> <td>201</td> <td>RM9,090.20</td> </tr> <tr> <td rowspan="2">Tambang Estate</td> <td>January</td> <td>164</td> <td>RM5,353.50</td> </tr> <tr> <td>April</td> <td>195</td> <td>RM6,180.00</td> </tr> <tr> <td rowspan="2">Paya Lang Estate</td> <td>January</td> <td>221</td> <td>RM7,321.00</td> </tr> <tr> <td>April</td> <td>234</td> <td>RM7,337.60</td> </tr> <tr> <td rowspan="2">Jasin Lalang Estate</td> <td>January</td> <td>72</td> <td>RM2,176.80</td> </tr> <tr> <td>April</td> <td>76</td> <td>RM2,199.90</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount	Gomali Estate	January	211	RM7,022.20	April	217	RM6,146.50	Gomali POM	January	201	RM10,014.20	April	201	RM9,090.20	Tambang Estate	January	164	RM5,353.50	April	195	RM6,180.00	Paya Lang Estate	January	221	RM7,321.00	April	234	RM7,337.60	Jasin Lalang Estate	January	72	RM2,176.80	April	76	RM2,199.90	<p>Complied</p>
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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated. JKKP 8 form were submitted to DOE through MyKKP systems. Occupational Injuries were recorded as below: <table border="1" data-bbox="1137 539 1926 909"> <thead> <tr> <th rowspan="2">Operating Unit</th> <th colspan="2">2022</th> <th rowspan="2">Hours worked</th> <th rowspan="2">Average Days Worked</th> </tr> <tr> <th>Cases</th> <th>TLA</th> </tr> </thead> <tbody> <tr> <td>Gomali Estate</td> <td>14</td> <td>90</td> <td>420,552</td> <td>177</td> </tr> <tr> <td>Gomali POM</td> <td>8</td> <td>63</td> <td>434,808</td> <td>183</td> </tr> <tr> <td>Tambang Estate</td> <td>1</td> <td>14</td> <td>285,600</td> <td>119</td> </tr> <tr> <td>Paya Lang Estate</td> <td>4</td> <td>31</td> <td>480,070</td> <td>197</td> </tr> <tr> <td>Jasin Lalang Estate</td> <td>9</td> <td>14</td> <td>153,727</td> <td>65</td> </tr> </tbody> </table>	Operating Unit	2022		Hours worked	Average Days Worked	Cases	TLA	Gomali Estate	14	90	420,552	177	Gomali POM	8	63	434,808	183	Tambang Estate	1	14	285,600	119	Paya Lang Estate	4	31	480,070	197	Jasin Lalang Estate	9	14	153,727	65	Complied
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Principle 7: Protect, conserve and enhance ecosystems and the environment																																			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.																																			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	The estates have established Integrated Pest Management Plan and documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Plans under section 4.0 Identification of Integrated Pest Management Plan. Reviewed the implementation of the management plan as follows: Gomali Estate	Complied																																

		<ol style="list-style-type: none"> 1. The estate has installed 88 units of barn owl box in the estate at ratio of 1: 20 ha. Barn owl census was conducted twice a year. Latest ratio was conducted in May 2023 with occupancy rate recorded at 22.73% 2. The estate conducted rat baiting base on results of rat damage during FFB grading at mill >5%. Latest rat baiting campaign was conducted in March 2023 with 5 rounds of baiting per campaign. the acceptance at replacement rouns was recorded in between 13 – 20%. The estate conducted post baiting census on 29/04/2023 and rat damage recorded at 2%. <p>Tambang Estate</p> <ol style="list-style-type: none"> 1. The estate has established program for beneficial plant planting in the estate. Reviewed the beneficial plant planting records for Cassia cobanensis, Turnera subulate and Antigonon leptopus for the month of January, February, March and April 2023. 2. Barn owl census was conducted twice a year. Latest ratio was conducted in April 2023 with occupancy rate recorded at 64%. 3. Latest rat baiting campaign was conducted in March 2023 with 5 rounds of baiting per campaign. The acceptance at last replacement rounds was recorded below 20%. The estate conducted post baiting census on 14/04/2023 and rat damage recorded at 4%. <p>Paya Lang Estate</p> <ol style="list-style-type: none"> 1. The estate has established program for beneficial plant planting in the estate. Reviewed the beneficial plant planting records for 	
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		<p>Cassia cobanensis, Turnera subulata and Antigonon leptopus FY 2022 recorded at 8187 m and todate May 2023 recorded at 2327 m.</p> <ol style="list-style-type: none"> 2. Barn owl ratio at the estate recorded at 1:17.58 ha. Barn owl census was conducted twice a year. Latest ratio was conducted in January 2023 with occupancy rate recorded at 82.35% and May 2023 with occupancy rate recorded at 63.63%. 3. Latest rat baiting campaign was conducted in March and April 2023 with 5 rounds of baiting per campaign. The acceptance at last replacement rounds was recorded below 20%. The estate conducted post baiting census and fresh rat damage recorded at 2.13 – 4.60%. <p>Jasin Lalang Estate</p> <ol style="list-style-type: none"> 1. The estate has established program for beneficial plant planting in the estate. Reviewed the beneficial plant planting records for Cassia cobanensis, Turnera subulata and Antigonon leptopus as at March 2023 recorded at 1200 m. 2. Barn owl ratio at the estate recorded at 1:9.00 ha. Barn owl census was conducted twice a year. Latest ratio was conducted in March 2023 with occupancy rate recorded at 40% 	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>There were no species referenced in the Global invasive Species database and CABI.org sighted within the estate and POM premises.</p>	Complied

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7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>No evidence of fire use to control pest in the estate.</p>	<p>Complied</p>
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>All pesticides used were those officially registered under the Pesticide Act 1974. The estates confined usage to only class II, class III & class IV pesticides.</p> <p>a) No illegal agrochemicals (stated by local and international laws) paraquat was used in the estates.</p> <p>b) The usage of the agrochemicals was based on the Standard Operating Procedure under subject 7.1 Weeding - Weeds & weeding and the Agrochemical Management Guidelines 28/08/2020 ref IOI/GG/SE/102 whereby written justifications had been provided for various fields operations.</p> <p>c) The SOP has included chemical register list which indicates the use of selective products that are specific to the targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOP.</p> <p>d) Purchases of pesticides are made on a centralized arrangement via Regional Office thus a control by the organization.</p>	<p>Complied</p>

<p>7.2.2</p>	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -</p>	<p>The estates had records to show the types of pesticides used with active ingredients and their LD50 and where these pesticides had been used, the total quantity, number of applications and active ingredients (ai) per ha.</p> <p>a) Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field-cost books and in progress reports. Records of pesticides used were available and verified.</p> <p>b) All pesticides used were those officially registered under the Pesticide Act 1974. The estates had used only class II, class III & class IV pesticides.</p> <p>c) No illegal agrochemicals (stated by local and international laws) in particular paraquat were used in their estates.</p> <p>Variation of chemical usage are attributed to sizes of immature areas, rainfall pattern and the regeneration growth of weeds in different type of soil series.</p> <p>Records of pesticides used and a.i per Ha is monitored monthly in the yearly Pesticide Records for July 2022 to June 2023 (To date April 2023) The records were sampled and available for verification as below:</p> <table border="1" data-bbox="1137 1066 1930 1224"> <thead> <tr> <th data-bbox="1137 1066 1352 1118">Type of Chemical</th> <th colspan="4" data-bbox="1359 1066 1930 1118">a.i / ha</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1123 1352 1224"></td> <td data-bbox="1359 1123 1485 1224">Gomali Estate</td> <td data-bbox="1491 1123 1617 1224">Tambang Estate</td> <td data-bbox="1624 1123 1749 1224">Paya Lang Estate</td> <td data-bbox="1756 1123 1930 1224">Jasin Lalang Estate</td> </tr> </tbody> </table>	Type of Chemical	a.i / ha					Gomali Estate	Tambang Estate	Paya Lang Estate	Jasin Lalang Estate	<p>Complied</p>
Type of Chemical	a.i / ha												
	Gomali Estate	Tambang Estate	Paya Lang Estate	Jasin Lalang Estate									

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		Metsulfuron Methyl	0.0212	0.1318	0.0485	0.4576	
		Glyphosate Isoprorylamine	0.8588	1.1483	0.1358	1.3586	
		Triclophyr Butoxy Ethyl	0.17784	0.5993	0.4648	0.1921	
		2,4-D Dimethylamine	0.0212	0.0256	0.00	-	
		Sodium Chloride	0.51060	0.0554	0.0523	-	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>As per Integrated pest Management Plan, the visited estates stated on the minimisation of pesticide usage. The plan was monitored by the management team. Verified through site visit, it was observed that implementation of Barn Owl Boxes and planted beneficial plan to minimise usage of pesticide. Estates had not use chemicals categorized as World Health Organization (WHO) type 1A or 1B or listed by the Stockholm or Rotterdam Conventions.</p> <p>a) Paraquat usage has been prohibited in all units and the entirety of the organization.</p> <p>b) The Safety Procedures for pesticides application were well described in Pictorial Safety Standard/SOP</p>					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>	<p>No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates visited.</p>	Complied						
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative What is the process to limit the negative impacts of the application Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<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 and concluded that all pesticides used were of class II, III & class IV. The use of paraquat had been prohibited in all IOI estates. As for usage of highly toxic/limited pesticides, the estates acquired permit from Department of Agriculture. SDS were placed in the chemical store for emergency purpose. Emergency eye wash located at the chemical store were functioned. Estate’s usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.</p> <p>There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used. Sighted from records and interviews with workers, staff and estate assistants, concluded that training was held with all precautions being taken and all legal requirements met. Sample of chemical used in the estates among others as listed below;</p> <table border="1" data-bbox="1137 1123 1935 1220"> <thead> <tr> <th>No</th> <th>Chemical name</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Glyphosate Isopropylamine 41%</td> <td>III</td> </tr> </tbody> </table>	No	Chemical name	Class	1	Glyphosate Isopropylamine 41%	III	Complied
No	Chemical name	Class							
1	Glyphosate Isopropylamine 41%	III							

		2	Metsulfuron Methyl 20%	IV									
		3	Triclopyr Butoxy Ethyl Ester 32.1%	III									
		4	Cyperact 16.0 EC	III									
		5	Monex HC	III									
		6	Winter 32.1 EC	III									
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators have been given training regarding the usage safety and health issue and proper way for chemical application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Reviewed the training records as per criteria 3.7.2. Sampled the training conducted for pesticide handlers as below: -</p> <p>Gomali Estate</p> <table border="1" data-bbox="1137 960 1912 1161"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Mixing Training</td> <td>14/02/2023</td> </tr> <tr> <td>Chemical Spraying Training</td> <td>29/03/2023</td> </tr> <tr> <td>Triple Rinsing</td> <td>14/02/2023</td> </tr> </tbody> </table> <p>Gomali POM</p>			Training	Date	Chemical Mixing Training	14/02/2023	Chemical Spraying Training	29/03/2023	Triple Rinsing	14/02/2023	Complied
Training	Date												
Chemical Mixing Training	14/02/2023												
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Triple Rinsing	14/02/2023												

Training	Date
Chemical And SDS Training	15/03/2023
Chemical Handling & Spillage Management	15/11/2022
Tambang Estate	
Training	Date
Triple Rinsing Training	06/05/2023
SOP Chemical Mixing Training	06/05/2023
Chemical Store and Chemical Handling	01/04/2023
SDS Training	22/05/2023
Rat Baiting Training	15/03/2023
Paya Lang Estate	
Training	Date
SOP Chemical Handling	15/03/2023
SDS Training	31/03/2023
Jasin Lalang Estate	
Training	Date
SDS Training	20/04/2023

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		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Chemical Spraying</td> <td style="width: 30%;">12/04/2023</td> </tr> </table> <p>Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the product.</p> <ul style="list-style-type: none"> a) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained, and they had understood the hazards involved and how the chemicals should be handled in a safe method. b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit. c) The training included the safety aspects and usage of PPE when handling with pesticides. Records of training are shown in 3.7.2 and verified. d) All workers involved in pesticide application were provided with appropriate PPE and replaced when worn-out. PPE issuance & replacement records were verified by the auditors. <p>From interviews conducted with workers and staffs in the field and stores clerks it was established that they had been trained and were aware of safe handling procedure.</p>	Chemical Spraying	12/04/2023	
Chemical Spraying	12/04/2023				
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the pad-lock to open</p>	Complied		

		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.	
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Addressed in the SOP Pengendalian Bekas Kosong dated 01/08/2012 for Triple Rinsing and Punctured guidelines for empty chemical containers. The containers were collected at designated placed as disposed through responsible contractors. Record of disposal as below: <ul style="list-style-type: none"> • Gomali Estate: Consignment note 2023030915NJ1SFC dated 28/02/2023. Empty chemical container plastics 0.3770 disposed by Kualiti Alam Sdn Bhd. • Tambang Estate: 202305150929OY78 dated 16/05/2023. Empty chemical container plastics 0.2330 disposed by Kualiti Alam Sdn Bhd. • Paya Lang Estate: 2023033108TOFXQ3 dated 31/03/2023. Empty chemical container plastics 0.0003 disposed by Kualiti Alam Sdn Bhd. • Jasin Lalang Estate: 2023051610CV6DYM dated 16/05/2023. Empty chemical container plastics 0.0900 disposed by Kualiti Alam Sdn Bhd. 	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This	Aerial application of agrochemicals is not practiced in estates visited. Verified through interview with management e.g Manager and	Complied

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	<p>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>	<p>Assistant Manager. This also confirmed through site observation during field visit and interview with workers. Such method is no longer in existence in the estate's practices.</p>	
<p>7.2.10</p>	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The CHRA for the estates and the mill was conducted. In addition, the assessor recommended medical surveillance be conducted for the categories of employees who have contact with chemicals. The medical surveillance was carried out on as below:</p> <p>Gomali Estate - Medical Surveillance has been conducted on 01-03/02/2023 by Klinik Segamat with reference number 015/OHD/2023. A total of 19 workers were examined and none of them got abnormal results or recommended for removal.</p> <p>Gomali POM - Medical Surveillance has been conducted on 05-26/04/2023 Klinik Segamat with reference number 043/OHD/2023. A total of 70 workers were examined and none of them got abnormal results or recommended for removal.</p> <p>Tambang Estate - Medical Surveillance has been conducted on 22/03/2023 by Klinik Segamat with reference number 036/OHD/2023. A total of 20 workers were examined and none of them got abnormal results or recommended for removal.</p> <p>Paya Lang Estate - Medical Surveillance has been conducted on 26&27/01/2023 by Klinik Segamat with reference number 013/OHD/2023. A total of 31 workers were examined and none of them got abnormal results or recommended for removal.</p>	<p>Complied</p>

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		Jasin lalang Estate - Medical Surveillance has been conducted on 22/03/2023 by Klinik Segamat with reference number 003/OHD/2023. A total of 6 workers were examined and none of them got abnormal results or recommended for removal.	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Mill and estates complied with procedure and guidelines provided the Standard Operating Procedure adopted by the Organisation guidelines on reproductive health dated 05/10/2020 whereby:</p> <p>“No work with pesticides is given to pregnant or breast-feeding women. Tidak dibenarkan pekerja wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan)”</p> <p>The estates maintained the list of sprayers. Based on document checking and interview, there is no women work as a sprayer in the Gomali POM Supply Bases.</p>	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The operating units has established waste management plan documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Programme under section 1.0 Identification of Waste Products/ Pollutants. In the plan stated the Identification of waste products/ pollutants & GHG Emission, Environmental Impacts, Action Plans, Monitoring and Continuous Improvement Program, Monitoring Document and Management Reviews and Comments. The plan was reviewed on annually basis. Latest review was conducted on 19/05/2023 by the Environmental Liaison Officer.</p>	Complied

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<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>The operating units conducted disposal of waste materials base on waste management plan established. Reviewed implementation of wate disposal as follows:</p> <p>Gomali Palm Oil Mill</p> <p>The mill disposed the EFB through application at the field in sister estate. the EFB disposal records were reported to DOE through quarterly return forms. Reviewed the EFB disposal records FY 2023 as at April recorded at 15,644.08 mt.</p> <p>The mill consumes the mill by-product, fibre and shell as boiler fuel. The consumption was monitor on monthly basis. FY 2022, the fibre and shell consumption recorded at 51,817.40 mt @ 0.84 mt/CPO produced.</p> <p>The mill continuously conducted training to ensure the awareness of the workers on waste disposal. Reviewed the latest training records entitled Waste Segregation and Scheduled Waste Training dated 06/04/2023 and 27/03/2023</p> <p>The mill maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p> <table border="1" data-bbox="1137 1106 1921 1240"> <thead> <tr> <th>Date</th> <th>SW</th> <th>Consignment notes no</th> </tr> </thead> <tbody> <tr> <td rowspan="2">09/05/2023</td> <td>104</td> <td>2023050914FL9BW6</td> </tr> <tr> <td>109</td> <td>2023050914TA485W</td> </tr> </tbody> </table>	Date	SW	Consignment notes no	09/05/2023	104	2023050914FL9BW6	109	2023050914TA485W	<p>Complied</p>
Date	SW	Consignment notes no									
09/05/2023	104	2023050914FL9BW6									
	109	2023050914TA485W									

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			<p>110 305 306 409 410 429</p>	<p>2023050914VP2B0Y 2023050914RHDE2N 2023050914UG8V2H 20230509147NKGWK 2023050914TLHZ4N 2023050914UVR8IQ 2023050914O62CEP 20230509149J567Y 2023050914TCOWMJ</p>																		
		<p>Gomali Estate</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p>																				
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<p>The estate collected the domestic waste 3 times per week and kept in designated RORO bin. The appointed contractors collected the domestic waste 3 times per month and disposed at Municipal Landfill. Reviewed the weighbridge ticket P106875, P107404 and P108150 for the month of April 2023</p>																													
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<p>The estate continuously promoted 3R program to the workers. Sighted during site visit, the estate has placed recycle bin at strategic places in the estate such as shops and linesite area.</p>																													

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		<p>Reviewed the recycle collection record as per cash purchase receipt no. 5828 dated 17/05/2023.</p> <p>The estate applied EFB from mill by-product as nutrient recycle program. Reviewed the EFB application records FY 2022 recorded at 19865.08 mt and FY 2023 as at April 2023 recorded at 4267.15 mt.</p> <p>Paya Lang Estate</p> <p>Domestic waste was collected 2 times a week and kept in RORO bin at designated collection area and collected by appointed contractors 3 times a month and disposed at Municipal Landfill. Reviewed the waste collection records as per weighbridge ticket no. P68731 dated 02/04/2023 and P108106 dated 26/04/2023.</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p> <p>The scheduled waste was collected, labelled and stored in designated store with lock and key before disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p> <table border="1" data-bbox="1137 1026 1919 1240"> <thead> <tr> <th>Date</th> <th>SW</th> <th>Consignment notes no</th> </tr> </thead> <tbody> <tr> <td>14/03/2023</td> <td>404</td> <td>2023031410CGTJ3V</td> </tr> <tr> <td>31/03/2023</td> <td>102</td> <td>2023033108650UMT</td> </tr> <tr> <td></td> <td>110</td> <td>20230331092W8YX3</td> </tr> <tr> <td></td> <td>408</td> <td>20230331089I5AS2</td> </tr> </tbody> </table>	Date	SW	Consignment notes no	14/03/2023	404	2023031410CGTJ3V	31/03/2023	102	2023033108650UMT		110	20230331092W8YX3		408	20230331089I5AS2	
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		<p>The estate applied EFB from mill by-product as nutrient recycle program. Reviewed the EFB application records FY 2022 recorded at 731.60 mt.</p> <p>Jasin Lalang Estate</p> <p>Domestic waste was collected 2 times a week and kept in RORO bin at designated collection area and collected by appointed contractors 3 times a month and disposed at Municipal Landfill. Reviewed the waste collection records as per weighbridge ticket no. P105760 dated 02/04/2023 and P108077 dated 26/04/2023.</p> <p>The estate continuously promotes the recycle programs in the estate. The estate has placed the recycle bin at the designated places in the estate. Reviewed the recycle waste collection and disposal records as per official receipt no14375 dated 25/05/2023.</p> <p>The estate maintains the records of schedule waste generated and reported to DOE through ESWISS. reviewed the Fifth Schedule for the month of February, March and April 2023.</p>																

		<p>The scheduled waste was collected, labelled and stored in designated store with lock and key before disposed through licensed operator, Kualiti Alam Sdn. Bhd. Reviewed the disposal records as follows:</p> <table border="1" data-bbox="1137 499 1921 679"> <thead> <tr> <th>Date</th> <th>SW</th> <th>Consignment notes no</th> </tr> </thead> <tbody> <tr> <td>16/05/2023</td> <td>410</td> <td>20230516108LHEWR 2023051610XKYOI1</td> </tr> <tr> <td></td> <td>409</td> <td>2023051610CV6DYM</td> </tr> </tbody> </table>	Date	SW	Consignment notes no	16/05/2023	410	20230516108LHEWR 2023051610XKYOI1		409	2023051610CV6DYM	
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7.3.3	<p>The unit of certification does not use open fire for waste disposal. - Minor compliance -</p>	<p>No evidence of fire use for waste disposal. Domestic waste was disposed in landfill area. No evidence of scheduled waste or recycle waste were found in the landfill.</p>	Complied									
<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>												
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -</p>	<p>IOI Plantation has established standard operating procedure to manage soil fertility documented in Standard Operating Procedure (SOP) for Estate Operation under section:</p> <ol style="list-style-type: none"> 1. Standard Operating Procedure for Leguminous Cover Plant Manuring, document no. IOI/SOP/A/08, issue date 2007, revised date March 2020 2. Standard Operating Procedure for Manual Fertiliser Application for Immature and Mature Palms, document no. IOI/SOP/A/09, issue date 2007, revised date March 2020 	Complied									

		<ol style="list-style-type: none"> 3. Standard Operating Procedure for wheelbarrow Fertiliser Application for Immature and Mature Palms, document no. IOI/SOP/A/10, issue date 2007, revised date March 2020 4. Standard Operating Procedure for Buffalo Assisted manuring (BAM) for Immature and Mature Palms, document no. IOI/SOP/A/11, issue date 2007, revised date March 2020 5. Standard Operating Procedure for Semi mechanised Manuring for Mature Palms, document no. IOI/SOP/A/12, issue date 2007, revised date March 2020 6. Standard Operating Procedure for Empty Fruit Bunch (EFB) Mulching, document no. IOI/SOP/A/13 issue date 2007, revised date March 2020 									
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>IOI Plantation has established standard operating procedure for foliar and soil sampling as follows:</p> <ol style="list-style-type: none"> 1. Standard Operating Procedure for Foliar Analysis, document no. IOI/SOP/A/41, issue date 2007, revised date March 2020 2. Standard Operating Procedure for Soil Analysis, document no. IOI/SOP/A/42, issue date 2007, revised date March 2020 <p>Review the latest soil and foliar sampling conducted as follows:</p> <table border="1" data-bbox="1137 1050 1928 1248"> <thead> <tr> <th>Estate</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Gomali Estate</td> <td>From 08/02/2023</td> </tr> <tr> <td>Tambang Estate</td> <td>From 03/10/2022</td> </tr> <tr> <td>Paya Lang Estate</td> <td>From 11/01/2023</td> </tr> </tbody> </table>	Estate	Date	Gomali Estate	From 08/02/2023	Tambang Estate	From 03/10/2022	Paya Lang Estate	From 11/01/2023	Complied
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		Jasin Lalang Estate	From 08/03/2023	
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 estate has applied the EFB at the field as was recycle program. Reviewed the application records as follows:</p> <p>Gomali Estate</p> <p>As FY 2022, the EFB application recorded at 20,576.09 mt while as todate May 2023 recorded at 4,553.44 mt.</p> <p>POME application FY 2022 recorded at 610.58 mt while as todate May 2023 recorded at 541.87 mt.</p> <p>Tambang Estate</p> <p>The estate applied EFB from mill by-product as nutrient recycle program. Reviewed the EFB application records FY 2022 recorded at 19,865.08 mt and FY 2023 as at April 2023 recorded at 4,267.15 mt.</p> <p>Paya Lang Estate</p> <p>The estate applied EFB from mill by-product as nutrient recycle program. Reviewed the EFB application records FY 2022 recorded at 731.60 mt.</p> <p>No application of EFB recommended by the agronomist FY 2022 and 2023 for Jasin Lalang Estate</p>		Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertiliser application was conducted as per SOP established and recommendation by the Agronomist.</p>		Complied

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		<p>The estate maintained the fertiliser application records in Daily Cost Book.</p> <p>The fertiliser application was monitored by the Agronomist during their visit and recorded in Fertiliser Application Observation Sheet. Reviewed the agronomist visit records and Oil Palm Fertilizer Recommendation Report FY 2022 for all estate visited.</p>									
Criterion 7.5: Practices minimise and control erosion and degradation of soils.											
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>The GIS department has prepared the soil series map for all estates visited. Among the soil series identified as follows:</p> <table border="1" data-bbox="1137 703 1926 1192"> <thead> <tr> <th data-bbox="1137 703 1352 754">Estate</th> <th data-bbox="1352 703 1926 754">Soil Series</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 754 1352 903">Gomali Estate</td> <td data-bbox="1352 754 1926 903">Batu Anam (31.64%), Colluvium (12.48%), Durian (10.56%), Durian/ Laterite (12.58%), Local Alluvium (25.97%), Mallaca (6.28%) Building/ Village (0.48%)</td> </tr> <tr> <td data-bbox="1137 903 1352 1051">Tambang Estate</td> <td data-bbox="1352 903 1926 1051">Batu Anam/ Malacca/ Tavy (71.28%), Katong/ Segamat (1.99%), Malacca/ Tavy (3.89%), Organic Muck (0.53%), Telemong/ Akob/ Local Alluvium (22.34%)</td> </tr> <tr> <td data-bbox="1137 1051 1352 1192">Paya Lang Estate</td> <td data-bbox="1352 1051 1926 1192">Batu Anam/ Durian (2.02%), Batu Anam/ Malacca/ Tavy (69.82%), Malacca/ Tavy/ Gajah Mati (8.42%), Telemong/ Akob/ Local Alluvium (19.74%)</td> </tr> </tbody> </table>	Estate	Soil Series	Gomali Estate	Batu Anam (31.64%), Colluvium (12.48%), Durian (10.56%), Durian/ Laterite (12.58%), Local Alluvium (25.97%), Mallaca (6.28%) Building/ Village (0.48%)	Tambang Estate	Batu Anam/ Malacca/ Tavy (71.28%), Katong/ Segamat (1.99%), Malacca/ Tavy (3.89%), Organic Muck (0.53%), Telemong/ Akob/ Local Alluvium (22.34%)	Paya Lang Estate	Batu Anam/ Durian (2.02%), Batu Anam/ Malacca/ Tavy (69.82%), Malacca/ Tavy/ Gajah Mati (8.42%), Telemong/ Akob/ Local Alluvium (19.74%)	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>For new planting and replanting land preparation, IOI Plantations has established Standard Operating Procedure for Estate Operation as follows:</p> <ol style="list-style-type: none"> Standard Operating Procedure for Land Clearing for Oil Palm Cultivation, document no. IOI/SOP/A/04, issue date 2007, revised date March 2020. Standard Operating Procedure for Land Preparation for New Planting and Replanting, document no. IOI/SOP/A/05, issue date 2007, revised date March 2020. <p>In the SOP stated under section 6.5 Hilly to Steep Terrain ($\leq 25^\circ$ Slope), No planting/ terracing shall be carried out at every steep terrain ($\geq 25^\circ$)</p> <p>The GIS Department has established slope map.</p> <table border="1"> <thead> <tr> <th data-bbox="1135 965 1429 1134"></th> <th colspan="4" data-bbox="1429 965 1930 1018">% Area</th> </tr> <tr> <th data-bbox="1135 1018 1429 1134"></th> <th data-bbox="1429 1018 1543 1134">Gomali Estate</th> <th data-bbox="1543 1018 1693 1134">Tambang Estate</th> <th data-bbox="1693 1018 1807 1134">Paya Lang Estate</th> <th data-bbox="1807 1018 1930 1134">Jasin Lalang Estate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1135 1134 1429 1187">Flat ($0^\circ - 2^\circ$)</td> <td data-bbox="1429 1134 1543 1187">24.70</td> <td data-bbox="1543 1134 1693 1187">20.06</td> <td data-bbox="1693 1134 1807 1187">28.64</td> <td data-bbox="1807 1134 1930 1187">25.34</td> </tr> <tr> <td data-bbox="1135 1187 1429 1232">Undulation ($2^\circ - 6^\circ$)</td> <td data-bbox="1429 1187 1543 1232">61.26</td> <td data-bbox="1543 1187 1693 1232">63.69</td> <td data-bbox="1693 1187 1807 1232">62.67</td> <td data-bbox="1807 1187 1930 1232">66.20</td> </tr> </tbody> </table>		% Area					Gomali Estate	Tambang Estate	Paya Lang Estate	Jasin Lalang Estate	Flat ($0^\circ - 2^\circ$)	24.70	20.06	28.64	25.34	Undulation ($2^\circ - 6^\circ$)	61.26	63.69	62.67	66.20	Complied
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Undulation ($2^\circ - 6^\circ$)	61.26	63.69	62.67	66.20																			

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		Rolling (6° - 12°)	13.42	16.06	8.60	8.46	
		Hilly (12° - 15°)	0.48	0.20	0.09	0.00	
		Steep (15° - 25°)	0.14	0.00	0.00	0.00	
		Very Steep (≥ 25°)	0.00	0.00	0.00	0.00	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting or land clearing conducted in the certification units since 15/11/2018.					Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.							
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for both the estates. Topographic contour maps are also available which are both used to manage the drainage and road works in the estates.					Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.					Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at the estates. Topographic contour maps are also available which are both used to manage the drainage and road works in the estates.					Complied

		Slope maps and information was available for review at estates visited.	
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.	Not Applicable
7.7.3	(C) 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 sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.	Not Applicable
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.	Not Applicable

7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.</p>	Not Applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.</p>	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates. Thus, this indicator was not applicable.</p>	Not Applicable

	<p>Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance. - Critical (Major) compliance -</p>		
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
<p>7.8.1</p>	<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> <ul style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. <p>- Minor compliance -</p>	<p>The operating units has established water management plan documented in Water Management Plan 2023, Management and Action Plans. The plan was reviewed on annually basis. Latest review was conducted in May 2023. Reviewed the implementation of the management plan as follows:</p> <p>Gomali Palm Oil Mill</p> <ol style="list-style-type: none"> 1. The mill provided clean water to the workers from government water source, Syarikat Air Johor. Domestic water usage in the mill was from own water treatment plan. The mill conducted domestic water analysis on 6 monthly basis. reviewed the water sampling dated 27/02/2023 as analysis cert. no. SL/0223/03/09 dated 07/03/2023. The results were conformed to WHO/ MOH Drinking Water Quality Standards. 2. The mill monitors the processing water usage on monthly basis. As FY 2022, processing water consumption was recorded at 237,191 m³ @ 0.81m³/ mt FFB Processed. 3. The mill conducted water sampling on monthly basis as per Compliance Schedule. Latest sampling was conducted on 08/05/2023. Refer analysis report no. AR-23-QB-002287-01 	<p>Complied</p>

		<p>dated 15/05/2023. The results were conformed to the discharge parameter in the Compliance Schedule.</p> <p>4. The mill abstracts water from Sg. Muar as water source for FFB processing. The mill has obtained the licensed from BAKAJ for abstraction of 4,008 m³/ day. Refer license no. 08/A/Sgt/003.</p> <p>Gomali Estate</p> <ol style="list-style-type: none"> 1. The estates provided clean water to the workers from government water source, Syarikat Air Johor. 2. The estate monitors the domestic water usage on monthly basis. As FY 2022, domestic water consumption was recorded at 95,413 m³. 3. The estate conducted water sampling for natural water stream A and B once a year. Latest sampling was conducted on 18/10/2022. The results were conformed to NWQI class III. 4. To improve the soil moisture and ensure optimal and sustained yield, the estate applied EFB based on recommendation from agronomist. As FY 2022, the EFB application recorded at 20,576.09 mt while as todate May 2023 recorded at 4,553.44 mt. <p>Tambang Estate</p> <ol style="list-style-type: none"> 1. The estates provided clean water to the workers from government water source, Syarikat Air Johor. 2. Latest river water quality sampling for Tambang Estate was conducted on 16/02/2023. The results were conformed to NWQI class II. 	
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		<ol style="list-style-type: none"> 3. The estate monitors the domestic water consumption on monthly basis. FY 2022, the water consumption recorded at 20,948.00 m³ and FY 2023 as todate April 2023 recorded at 10,438.00 m³. 4. The estate monitors the rainfall data on daily basis. FY 2022, 2,794mm rainfall was recorded over 151 days. <p>Paya Lang Estate</p> <ol style="list-style-type: none"> 1. The estate provided the workers with access of clean water through mill water treatment plan. The estate conducted water sampling for domestic water usage once every 6 months. Reviewed the domestic water analysis results no. LS/W/L9949/23 and LS/W/L9950/23 dated 26/04/2023. The results were conformed to WHO/ MOH Drinking Water Quality Standards. 2. The estate monitors the domestic water consumption on monthly basis. FY 2022, the water consumption recorded at 361,510.00 m³ and FY 2023 as todate April 2023 recorded at 122,699.00 m³. 3. The estate monitors the rainfall data on monthly basis. FY 2022, 2,232 mm of rainfall recorded over 140 days of rain days. As todate April 2023, 812 mm rainfall was recorded over 53 rain days. 4. Latest river water quality analysis for Paya Lang Estate was conducted on 18/10/2022. The results were conformed to NWQI class III. 	
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		<p>Jasin Lalang Estate</p> <ol style="list-style-type: none"> 1. The workers were provided access to clean water from Government water supply, Syarikat Air Melaka Berhad. 2. Latest river water quality analysis for Jasin Lalang Estate was conducted on 11/01/2022. The results were conformed to NWQI class III. 3. The estate monitors the domestic water consumption on monthly basis. FY 2022, the water consumption recorded at 13,565.00 m3 and FY 2023 as todate April 2023 recorded at 5,920.00 m3. <p>To estate has installed the collection sump at the chemical premixing area to collect water spillage from chemical premixing activity. The wastewater was pump back and reuse in the chemical premixing activity.</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have established riparian buffer zone for the natural water streams flow through the estates to main river. The buffer zone was demarcated with red colour pole and ring at palm trunks as sighted at water sampling point AGM-1 in field PM 13A and AGM-3 in field PM 00S in Gomali Estate, sampling point ATB-1 in field PM 17A in Tambang Estate, PM 13A and PM 98A, PM 95A in Jasin Lalang Estate, no evidence of such activities done in the area. The vegetation along the buffer zone area was well maintained and grow naturally.</p> <p>The estates have erected the signage on prohibition of hunting, swimming, manuring, chemical application, cutting down trees and</p>	Complied

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		fishing at the buffer zone area. Sighted during site visit at buffer zone area, no evidence of such activities done in the area.																											
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>Treated POME discharge was regularly monitored as prescribed under Compliance Schedule License no. 004713. Limit of Biochemical Oxygen Demand (BOD) discharge is 2500 mg/l for land application. Regular monitoring was done on monthly basis and every quarterly via Quarterly return form to DOE for compliance. Sighted the quarterly return form as follows:</p> <p>4th quarter 2022</p> <table border="1" data-bbox="1137 687 1906 1034"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td rowspan="2">October</td> <td>BOD</td> <td>76.80</td> </tr> <tr> <td>pH</td> <td>8.50</td> </tr> <tr> <td rowspan="2">November</td> <td>BOD</td> <td>70.40</td> </tr> <tr> <td>pH</td> <td>8.60</td> </tr> <tr> <td rowspan="2">December</td> <td>BOD</td> <td>53.00</td> </tr> <tr> <td>pH</td> <td>8.70</td> </tr> </tbody> </table> <p>1st quarter 2023</p> <table border="1" data-bbox="1137 1086 1906 1233"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td rowspan="2">January</td> <td>BOD</td> <td>60.80</td> </tr> <tr> <td>pH</td> <td>8.40</td> </tr> </tbody> </table>	Month	Parameter	Results	October	BOD	76.80	pH	8.50	November	BOD	70.40	pH	8.60	December	BOD	53.00	pH	8.70	Month	Parameter	Results	January	BOD	60.80	pH	8.40	Complied
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill monitors the water consumption/FFB on monthly basis. Reviewed the monitoring records FY 2022 as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Water usage/ FFB Processed</th> <th>Water usage/ CPO Produced</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>0.87</td> <td>4.08</td> </tr> <tr> <td>February</td> <td>0.78</td> <td>3.75</td> </tr> <tr> <td>March</td> <td>0.82</td> <td>3.76</td> </tr> <tr> <td>April</td> <td>0.80</td> <td>3.74</td> </tr> <tr> <td>May</td> <td>0.71</td> <td>3.27</td> </tr> <tr> <td>June</td> <td>0.78</td> <td>3.68</td> </tr> <tr> <td>July</td> <td>0.83</td> <td>3.76</td> </tr> <tr> <td>August</td> <td>0.78</td> <td>3.70</td> </tr> <tr> <td>September</td> <td>0.83</td> <td>3.98</td> </tr> </tbody> </table>		Water usage/ FFB Processed	Water usage/ CPO Produced	January	0.87	4.08	February	0.78	3.75	March	0.82	3.76	April	0.80	3.74	May	0.71	3.27	June	0.78	3.68	July	0.83	3.76	August	0.78	3.70	September	0.83	3.98	Complied
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Total	0.81	3.86													
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised															
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>The operating units has established plan for efficiency of the use of fossil fuels documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Plans under section 2.7 Diesel. Reviewed the implementation of the management plan as follows:</p> <p>1. The operating units monitored the diesel consumption per FFB processed/ produced. Reviewed the monitoring records FY 2021/22 as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Diesel consumption</th> </tr> </thead> <tbody> <tr> <td>Gomali POM</td> <td>1.7468 L/Ton CPO Produced</td> </tr> <tr> <td>Gomali Estate</td> <td>1.9400 L/Ton FFB Produced</td> </tr> <tr> <td>Tambang Estate</td> <td>2.5150 L/Ton FFB Produced</td> </tr> <tr> <td>Paya Lang Estate</td> <td>1.6775 L/Ton FFB Produced</td> </tr> <tr> <td>Jasin Lalang Estate</td> <td>6.0745/Ton FFB Produced</td> </tr> </tbody> </table>	Operating units	Diesel consumption	Gomali POM	1.7468 L/Ton CPO Produced	Gomali Estate	1.9400 L/Ton FFB Produced	Tambang Estate	2.5150 L/Ton FFB Produced	Paya Lang Estate	1.6775 L/Ton FFB Produced	Jasin Lalang Estate	6.0745/Ton FFB Produced	Complied
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		<ol style="list-style-type: none"> 2. The mill consumes the mill by-product, fibre and shell as boiler fuel. The consumption was monitor on monthly basis. FY 2022, the fibre and shell consumption recorded at 51817.40 mt @ 0.84 mt/CPO produced. 3. The mill monitored and electric power generated from the diesel engine, steam turbine and gas engine and reported to Energy Commission on monthly basis as per license condition. Reviewed the "Laporan Bulanan Pemegang Lesen Persendirian (Lesen yang Diproses oleh HQ)" for the month of December 2022 and January 2023. 4. The estate continuously provided training to the workers on the optimization of power consumption at housing area. Reviewed the training records as per criteria 3.7.2. <p>The operating units monitor the electricity usage/ FFB processes/produced and recorded in Summary of Electricity Usage (3 years) – Financial Year. Reviewed the records for period July 2020 – June 2021, July 2021 – June 2022 and July 2022 – June 2023 at all operating units.</p>	
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units has established plan for efficiency of the use of fossil fuels documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Plans under section 2.0 Identification of Side-Products/ Pollutants.</p>	Complied

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		<p>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions, water quality at discharge points as per DID regulations and SW disposal were adhering to DOE requirements. Water samples were regularly taken every month and tested by mill environment officer in charge and analysed to ensure compliance to DOE requirements at final discharge points.</p> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4.0 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	Not applicable since no new development by the certification unit.	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units has established plan for efficiency of the use of fossil fuels documented in Environmental Impact Assessment, Management Action Plans and Continuous Improvement Plans under section 2.0 Identification of Side-Products/ Pollutants.</p> <p>Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. Treated POME discharge was regularly monitored as prescribed under Compliance Schedule License no. 004713. Limit of 	Complied

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		<p>Biochemical Oxygen Demand (BOD) discharge is 2500 mg/l for land application. Regular monitoring was done on monthly basis and every quarterly via Quarterly return form to DOE for compliance. Sighted the quarterly return form for 4th quarter 2022 and 1st quarter 2023.</p> <p>2. The mill conducted the stack sampling 2 times a year as per compliance schedule. Sighted the sampled if stack sampling conducted as follows:</p> <table border="1" data-bbox="1137 638 1917 799"> <tr> <td>Report no.: AEMR(J)/23-02/04 Date sampled: 13/02/2023 Result: 131.30 mg/m3 @ 12.0% CO2 lower than the allowable emission of 150 mg/m3</td> </tr> <tr> <td>Report no.: AEMR(J)/23-03/18 Date sampled: 20/03/2023 Result: 124.60 mg/m3 @ 12.0% CO2 lower than the allowable emission of 150 mg/m3</td> </tr> </table>	Report no.: AEMR(J)/23-02/04 Date sampled: 13/02/2023 Result: 131.30 mg/m3 @ 12.0% CO2 lower than the allowable emission of 150 mg/m3	Report no.: AEMR(J)/23-03/18 Date sampled: 20/03/2023 Result: 124.60 mg/m3 @ 12.0% CO2 lower than the allowable emission of 150 mg/m3	
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Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area					
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>IOI Plantation has established Zero Burning Policy Signed by the Plantation Director dated May 2018.</p> <p>For new planting and replanting land preparation, IOI Plantations has established Standard Operating Procedure for Estate Operation as follows:</p>	Complied		

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		<ol style="list-style-type: none"> 1. Standard Operating Procedure for Land Clearing for Oil Palm Cultivation, document no. IOI/SOP/A/04, issue date 2007, revised date March 2020. 2. Standard Operating Procedure for Land Preparation for New Planting and Replanting, document no. IOI/SOP/A/05, issue date 2007, revised date March 2020. <p>There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>IOI Plantations has established fire prevention and control measures documented in IOI Group Fire Management Guidelines, refer document no. IOI/G/EV/012, rev. 0 dated 08/01/2022.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>The certification units engage the fire prevention and control measures with the adjacent stakeholders during stakeholders meeting. Reviewed the stakeholders' minutes meeting and presentation materials conducted on 21/02/2023 for Gomali POM, Gomali Estate, Tambang Estate and Paya Lang Estate and 09/05/2023 for Jasin Lalang Estate.</p>	Complied
<p>Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p>	<p>No new planting development in the certification unit since 15/11/2018.</p> <p>For existing certified area IOI Plantations has conducted Internal HCV Assessment covering all the operating units under Gomali POM</p>	Complied

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	<p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>and Supply base. The report includes the Management Action Plans is annually reviewed. Reviewed the report as follows:</p> <ol style="list-style-type: none"> 1. High Conservation Value (HCV) & Conservation Area Assessment and Management Action Plans (Review Document), Gomali Estate dated 19/05/2023 2. High Conservation Value (HCV) & Conservation Area Assessment and Management Action Plans (Review Document), Tambang Estate dated 16/05/2023 3. High Conservation Value (HCV) & Conservation Area Assessment and Management Action Plans (Review Document), Paya Lang Estate dated 20/05/2023 4. High Conservation Value (HCV) & Conservation Area Assessment and Management Action Plans (Review Document), Jasin Lalang Estate dated 19/05/2023 										
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <ol style="list-style-type: none"> 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. 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>As per HCV Assessment conducted, Among the HCV and conservation area identified as follows:</p> <table border="1" data-bbox="1137 938 1921 1214"> <thead> <tr> <th data-bbox="1137 938 1391 1018">Estate</th> <th data-bbox="1391 938 1637 1018">Area</th> <th data-bbox="1637 938 1921 1018">HCV/ Conservation Area</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1018 1391 1166">Gomali Estate</td> <td data-bbox="1391 1018 1637 1166">HCVMA R1, R2, R3 and R4 and its riparian reserve/ buffer zone</td> <td data-bbox="1637 1018 1921 1166">HCV 4 and 5</td> </tr> <tr> <td data-bbox="1137 1166 1391 1214"></td> <td data-bbox="1391 1166 1637 1214">Cemetery</td> <td data-bbox="1637 1166 1921 1214">Conservation area</td> </tr> </tbody> </table>	Estate	Area	HCV/ Conservation Area	Gomali Estate	HCVMA R1, R2, R3 and R4 and its riparian reserve/ buffer zone	HCV 4 and 5		Cemetery	Conservation area	Complied
Estate	Area	HCV/ Conservation Area										
Gomali Estate	HCVMA R1, R2, R3 and R4 and its riparian reserve/ buffer zone	HCV 4 and 5										
	Cemetery	Conservation area										

	<p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019). - Critical (Major) compliance -</p>	<p>Tambang Estate</p>	<p>Natural Streams Water Natural streams riparian reserve Cemetery</p>	<p>HCV 4 Conservation area HCV 4 and HCV 5 Conservation area</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	N/A			Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring</p>	<p>The management plan was established in the High Conservation Value (HCV) & Conservation Area Assessment and Management Action Plans (Review Document), in Appendix 1: HCV Management Action Plans and Continuous Improvement Programme. Reviewed the implementations of the management plan as follows:</p>			Complied

	<p>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>	<ol style="list-style-type: none"> 1. The estates have established riparian buffer zone for the natural water streams flow through the estates to main river. The buffer zone was demarcated with red colour pole and ring at palm trunks as sighted at water sampling point AGM-1 in field PM 13A and AGM-3 in field PM 00S in Gomali Estate, sampling point ATB-1 in field PM 17A in Tambang Estate, field PM 13A and PM 98A in Paya Lang Estate, and sampling point B JL-2 in field PM 95A in Jasin Lalang Estate. 2. The estates conducted water sampling for natural water stream flow through the estate. The results were documented in Water Quality Index Monitoring Report. Reviewed the report as follows: <ol style="list-style-type: none"> a. Latest river water quality sampling for Gomali Estate was conducted on 18/10/2022. The results were conformed to NWQI class III. b. Latest river water quality sampling for Tambang Estate was conducted on 16/02/2023. The results were conformed to NWQI class II. c. Latest river water quality analysis for Paya Lang Estate was conducted on 18/10/2022. The results were conformed to NWQI class III. d. Latest river water quality analysis for Jasin Lalang Estate was conducted on 11/01/2022. The results were conformed to NWQI class III. 3. The estates have erected the signage on prohibition of hunting, swimming, manuring, chemical application, cutting 	
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		<p>down trees and fishing at the buffer zone area. Sighted during site visit at buffer zone area PM 13A and PM 00S in Gomali Estates, PM 17A in Tambang Estate, PM 13A and PM 98A, PM 95A in Jasin Lalang Estate, no evidence of such activities done in the area. The vegetation along the buffer zone area was well maintained and grow naturally.</p> <p>4. The estate continuously conducted training to the workers on the HCV and RTE species in the estates to ensure awareness among the workers. Reviewed the training records as follows:</p> <ul style="list-style-type: none"> a. RTE and wildlife conservation training dated 06/04/2023 in Gomali Estate b. High Conservation Value training dated 03/05/2023, Wildlife awareness training dated 12/04/2023 in Tambang Estate c. HCV training dated 08/02/2023 in Paya Lang Estate d. HCV training dated 19/01/2023 and buffer zone training dated 20/02/2023 for Jasin Lalang Estate <p>Noted during interview with the workers, the awareness on the HCV and RTE species were satisfactory.</p>	
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.	There were no rights of local communities been identified in HCV areas, HCS forest after 15/11/2018, peat land and other conservation areas.	Complied

	- Minor compliance -		
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>The estates management continue to promote awareness on HCV/RTE to the workers during morning briefing and training. Reviewed training records as:</p> <ul style="list-style-type: none"> a. RTE and wildlife conservation training dated 06/04/2023 in Gomali Estate b. High Conservation Value training dated 03/05/2023, Wildlife awareness training dated 12/04/2023 in Tambang Estate c. HCV training dated 08/02/2023 in Paya Lang Estate d. HCV training dated 19/01/2023 and buffer zone training dated 20/02/2023 for Jasin Lalang Estate <p>The estates have also erected signage at strategic designated places in the estates such as at the estates entrance, office, housing area and notice board to ensure the awareness on the HCV and RTE.</p> <p>The estate has also communicated the information on HCV and RTE to all stakeholders during stakeholders meeting.</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>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15/11/2018 in all estates sampled.</p> <p>Monitoring of these areas are made through the daily field supervision by the field staff and executives.</p>	Complied

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		<p>The estate recorded animal/ trace of animal sighted in the estate. Reviewed the animal sighting records FY 2022. Among the animal sighted as follows:</p>																																								
		<table border="1"> <thead> <tr> <th data-bbox="1120 462 1332 550">Gomali Estate</th> <th data-bbox="1332 462 1523 550">Tambang Estate</th> <th data-bbox="1523 462 1713 550">Paya Lang Estate</th> <th data-bbox="1713 462 1937 550">Jasin Lalang Estate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1120 550 1332 598">1. Python</td> <td data-bbox="1332 550 1523 598">1. Barn Owl</td> <td data-bbox="1523 550 1713 598">1. Python</td> <td data-bbox="1713 550 1937 598">1. Monitor lizard</td> </tr> <tr> <td data-bbox="1120 598 1332 662">2. Monitor Lizard</td> <td data-bbox="1332 598 1523 662">2. Monitor Lizard</td> <td data-bbox="1523 598 1713 662">2. Monitor Lizard</td> <td data-bbox="1713 598 1937 662">2. White-breasted waterhen</td> </tr> <tr> <td data-bbox="1120 662 1332 774">3. White-breasted waterhen</td> <td data-bbox="1332 662 1523 710">3. Wild boar</td> <td data-bbox="1523 662 1713 774">3. White-breasted waterhen</td> <td data-bbox="1713 662 1937 774">3. Long-tailed macaque</td> </tr> <tr> <td data-bbox="1120 774 1332 885">4. Southern pig-tailed macaque</td> <td data-bbox="1332 710 1523 821">4. Red Jungle Fowl</td> <td data-bbox="1523 774 1713 853">4. Malayan Tapir</td> <td data-bbox="1713 774 1937 853">4. Wild boar</td> </tr> <tr> <td data-bbox="1120 885 1332 949">5. Malayan tapir</td> <td data-bbox="1332 821 1523 885">5. Rhinoceros hornbill</td> <td data-bbox="1523 853 1713 901">5. Barn owl</td> <td data-bbox="1713 853 1937 901">5. Red jungle fowl</td> </tr> <tr> <td data-bbox="1120 949 1332 1061">6. Red jungle fowl</td> <td data-bbox="1332 885 1523 997">6. Long tailed macaque</td> <td data-bbox="1523 901 1713 949">6. Leopard cat</td> <td data-bbox="1713 901 1937 949">6. Barn owl</td> </tr> <tr> <td></td> <td data-bbox="1332 997 1523 1109">7. White-breasted waterhen</td> <td data-bbox="1523 949 1713 997">7. Wild boar</td> <td></td> </tr> <tr> <td></td> <td></td> <td data-bbox="1523 997 1713 1045">8. Red jungle fowl</td> <td></td> </tr> <tr> <td></td> <td></td> <td data-bbox="1523 1045 1713 1177">9. Malayan tapir</td> <td></td> </tr> </tbody> </table>	Gomali Estate	Tambang Estate	Paya Lang Estate	Jasin Lalang Estate	1. Python	1. Barn Owl	1. Python	1. Monitor lizard	2. Monitor Lizard	2. Monitor Lizard	2. Monitor Lizard	2. White-breasted waterhen	3. White-breasted waterhen	3. Wild boar	3. White-breasted waterhen	3. Long-tailed macaque	4. Southern pig-tailed macaque	4. Red Jungle Fowl	4. Malayan Tapir	4. Wild boar	5. Malayan tapir	5. Rhinoceros hornbill	5. Barn owl	5. Red jungle fowl	6. Red jungle fowl	6. Long tailed macaque	6. Leopard cat	6. Barn owl		7. White-breasted waterhen	7. Wild boar				8. Red jungle fowl				9. Malayan tapir	
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				10. Red jungle fowl		
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The estate continuously conducted training to the workers on the HCV and RTE species in the estates to ensure awareness among the workers. Reviewed the training records as follows:</p> <ol style="list-style-type: none"> 1. RTE and wildlife conservation training dated 06/04/2023 in Gomali Estate 2. High Conservation Value training dated 03/05/2023, Wildlife awareness training dated 12/04/2023 in Tambang Estate 3. HCV training dated 08/02/2023 in Paya Lang Estate 4. HCV training dated 19/01/2023 and buffer zone training dated 20/02/2023 in Jasin Lalang Estate <p>Noted during interview with the workers, the awareness on the HCV and RTE species were satisfactory.</p>				Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Gomali Palm Oil Mill** 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 **Gomali Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.83
PKO	0.83

Extraction	%
OER	21.05
KER	4.44

Production	t/yr
FFB Process	291,992.10
CPO Produced	61,461.091
PKO Produced	12,969.476

Land Use	Ha
OP Planted Area	26,126.26
OP Planted on peat	0.00
Conservation (forested)	0.78
Conservation (non-forested)	135.27
Total	26,262.31

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	180,191.11	0.63	3,421.78	0.49	0.00	0.00	183,612.89	0.63
CO ₂ Emission from fertilizer	5,797.41	0.02	252.20	0.04	0.00	0.00	6,049.60	0.02
NO ₂ Emission	3,785.53	0.00	161.03	0.02	0.00	0.00	3,946.55	0.01
Fuel Consumption	622.34	0.00	44.46	0.01	0.00	0.00	666.81	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-159,887.66	-0.56	-3,242.79	-0.46	0.00	0.00	-163,130.45	-0.56
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	30,508.72	0.11	636.67	0.09	0.00	0.00	31,145.40	0.11

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	41,302.45	0.14
Fuel Consumption	337.23	0.00
Grid Electricity Utilization	180.10	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	-10,990.43	-0.04
Sales of EFB	0.00	0.00
Total	30,829.35	0.10

Summary of Kernel Crusher Emission and Credit (if applicable)

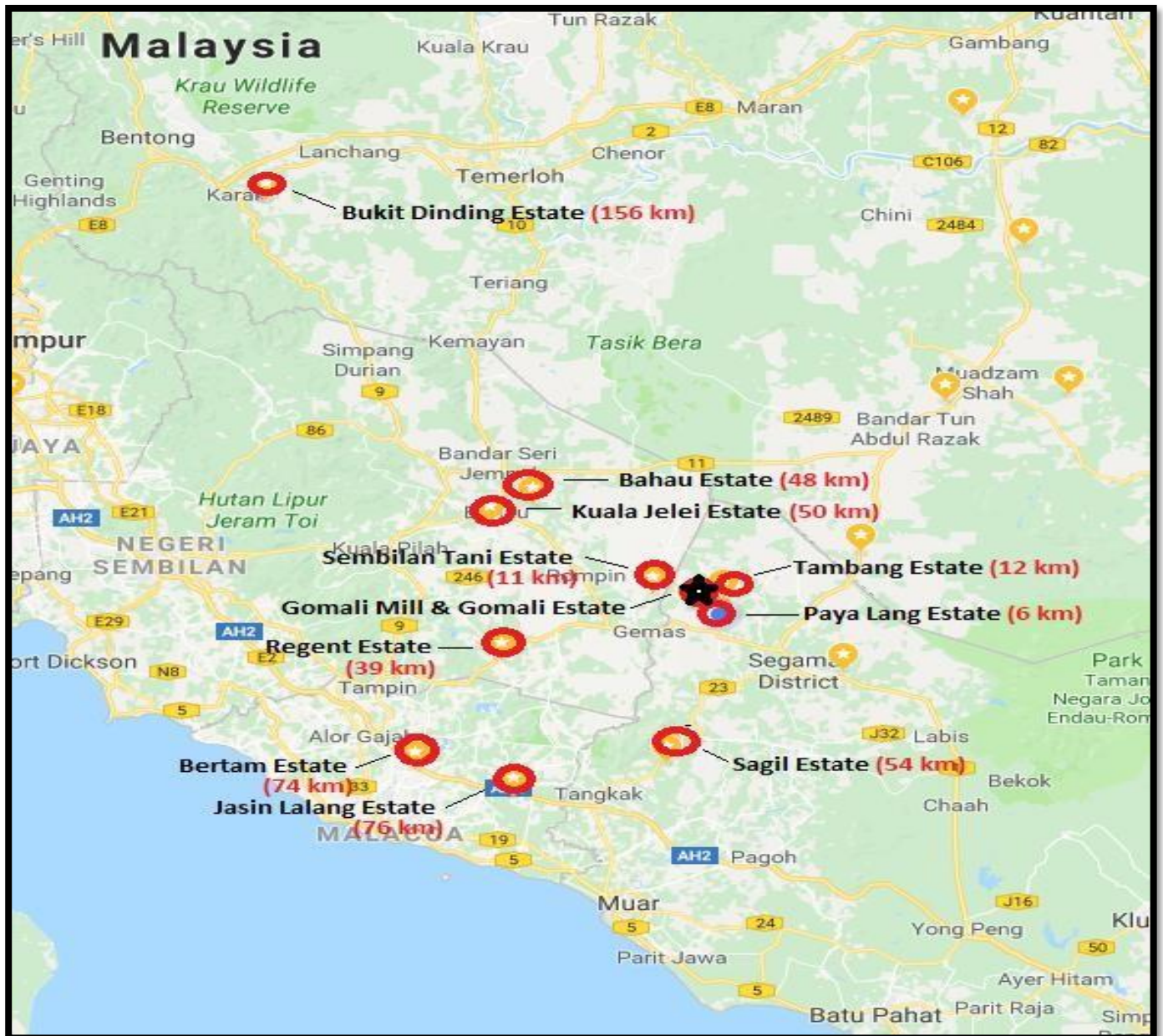
Emissions	tCO₂e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

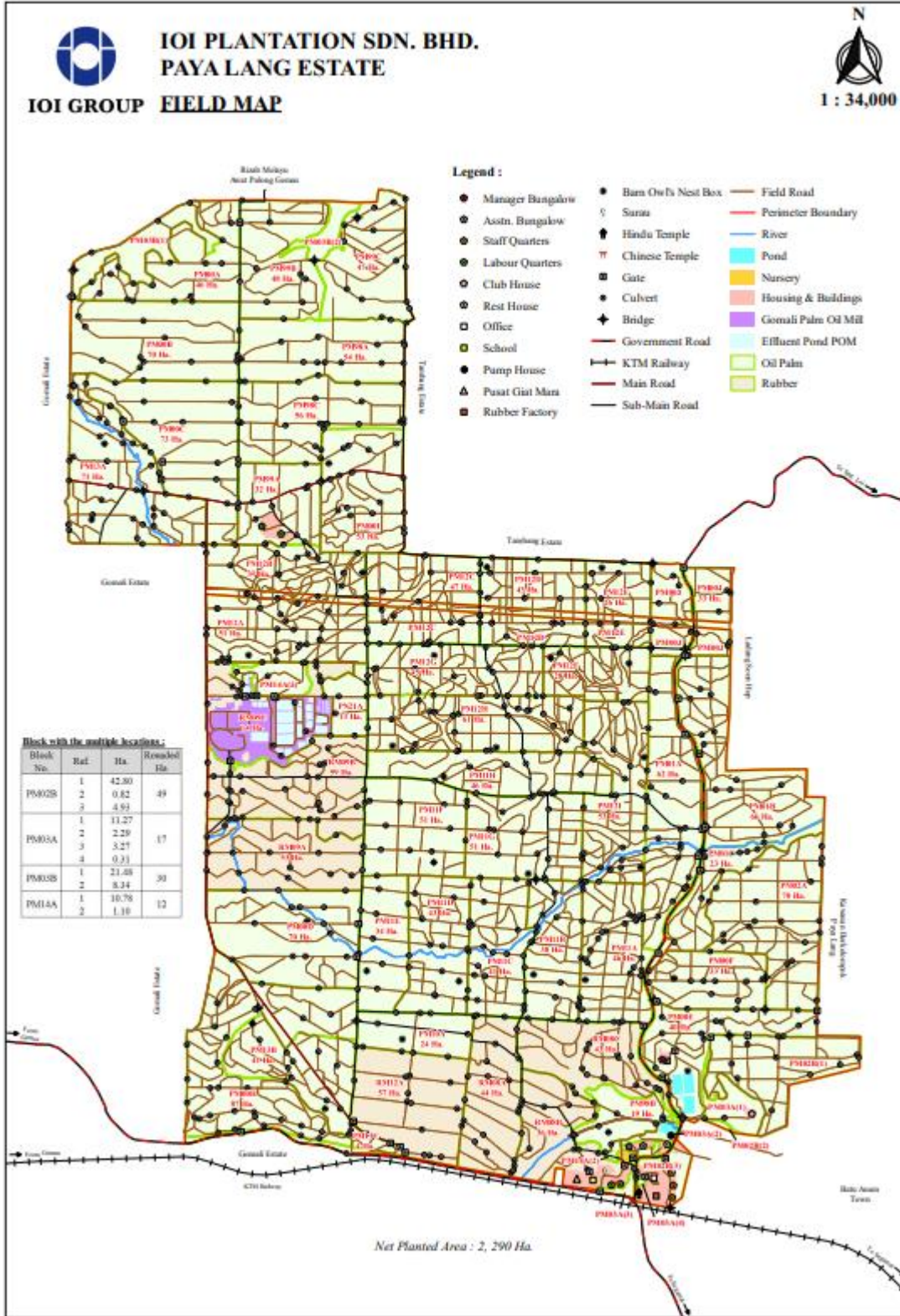
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	39.41
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	60.59

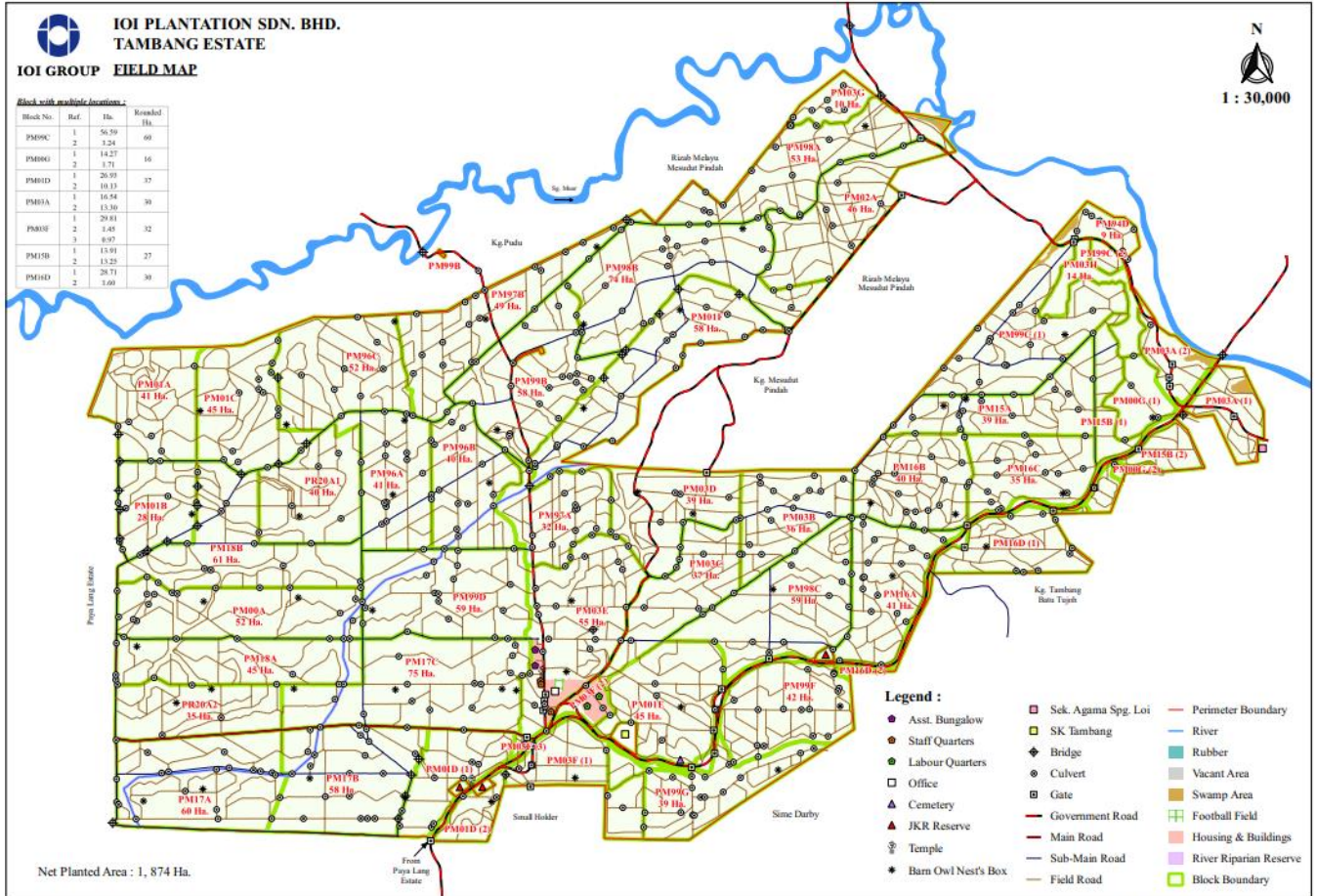
Appendix C: Location Map of Certification Unit and Supply bases



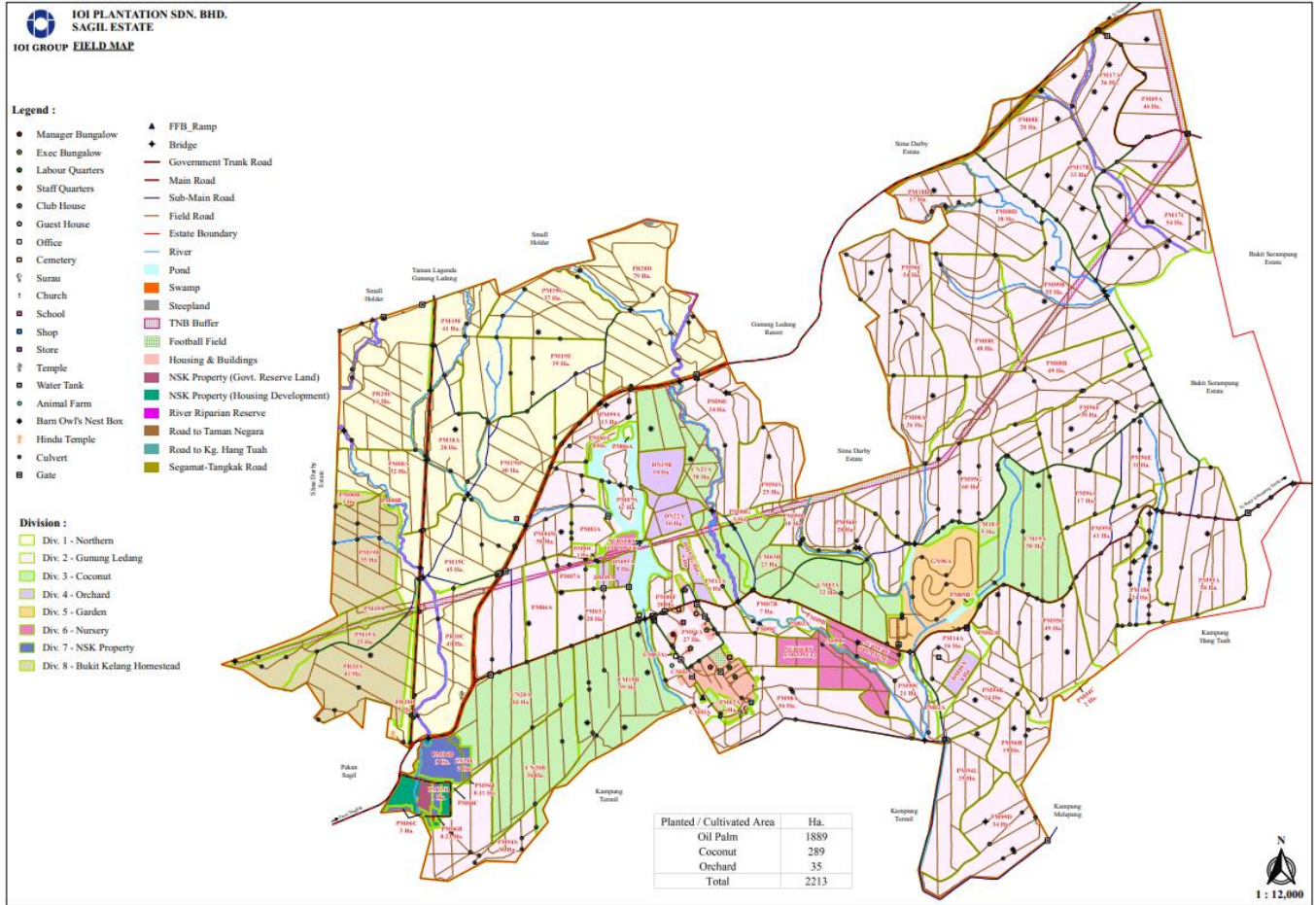
Paya lang Estate



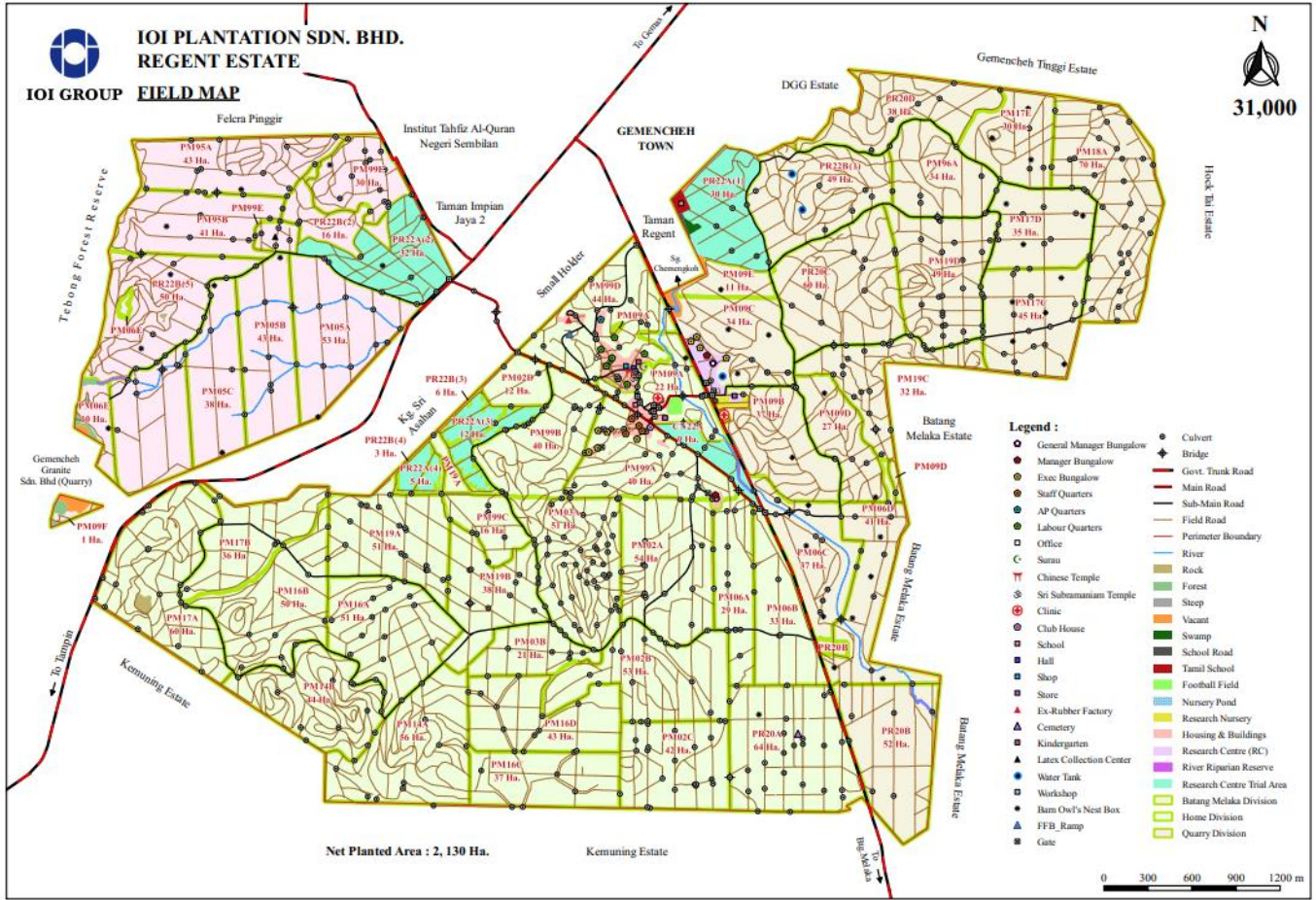
Tambang Estate



Sagil Estate



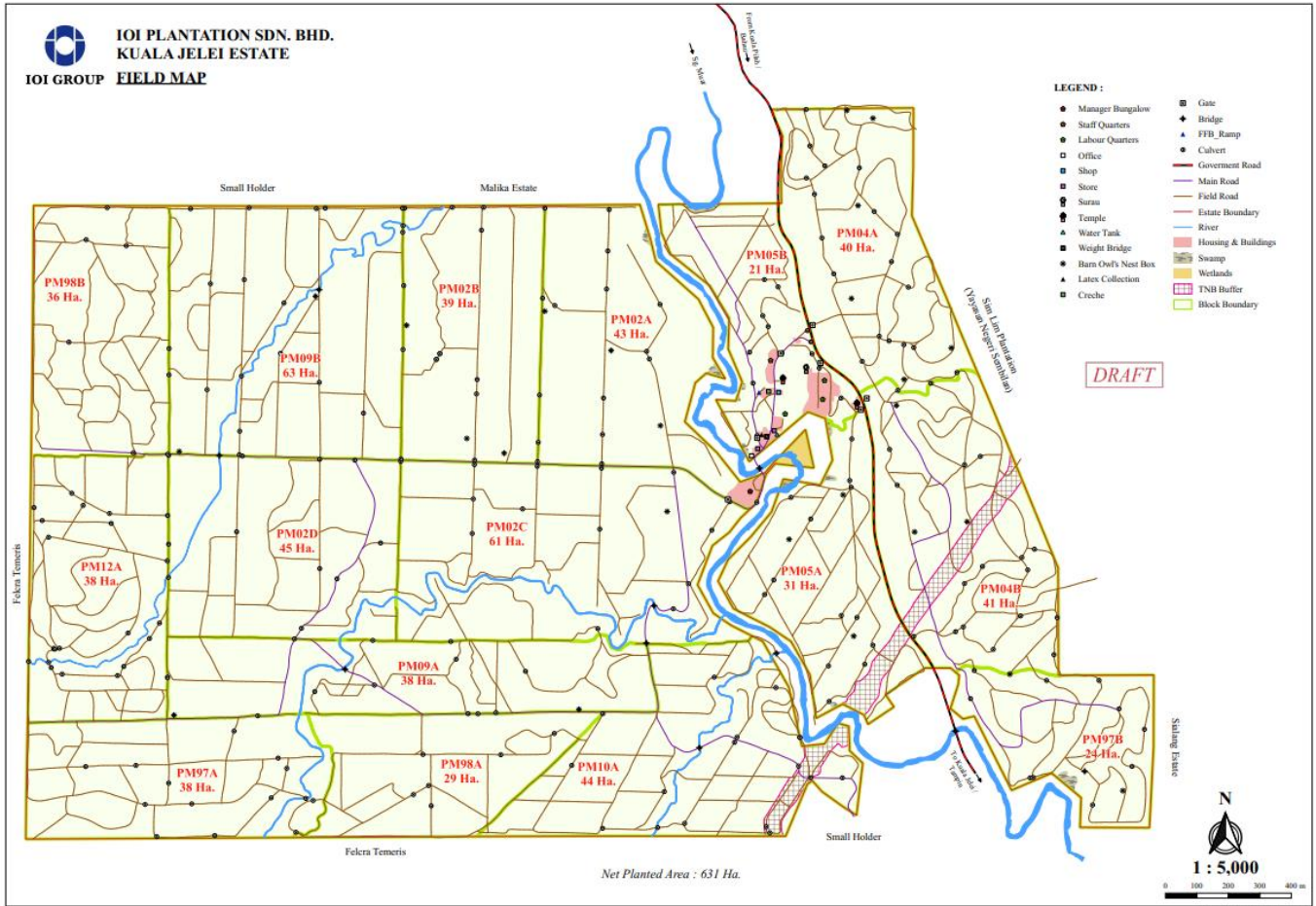
Regent Estate



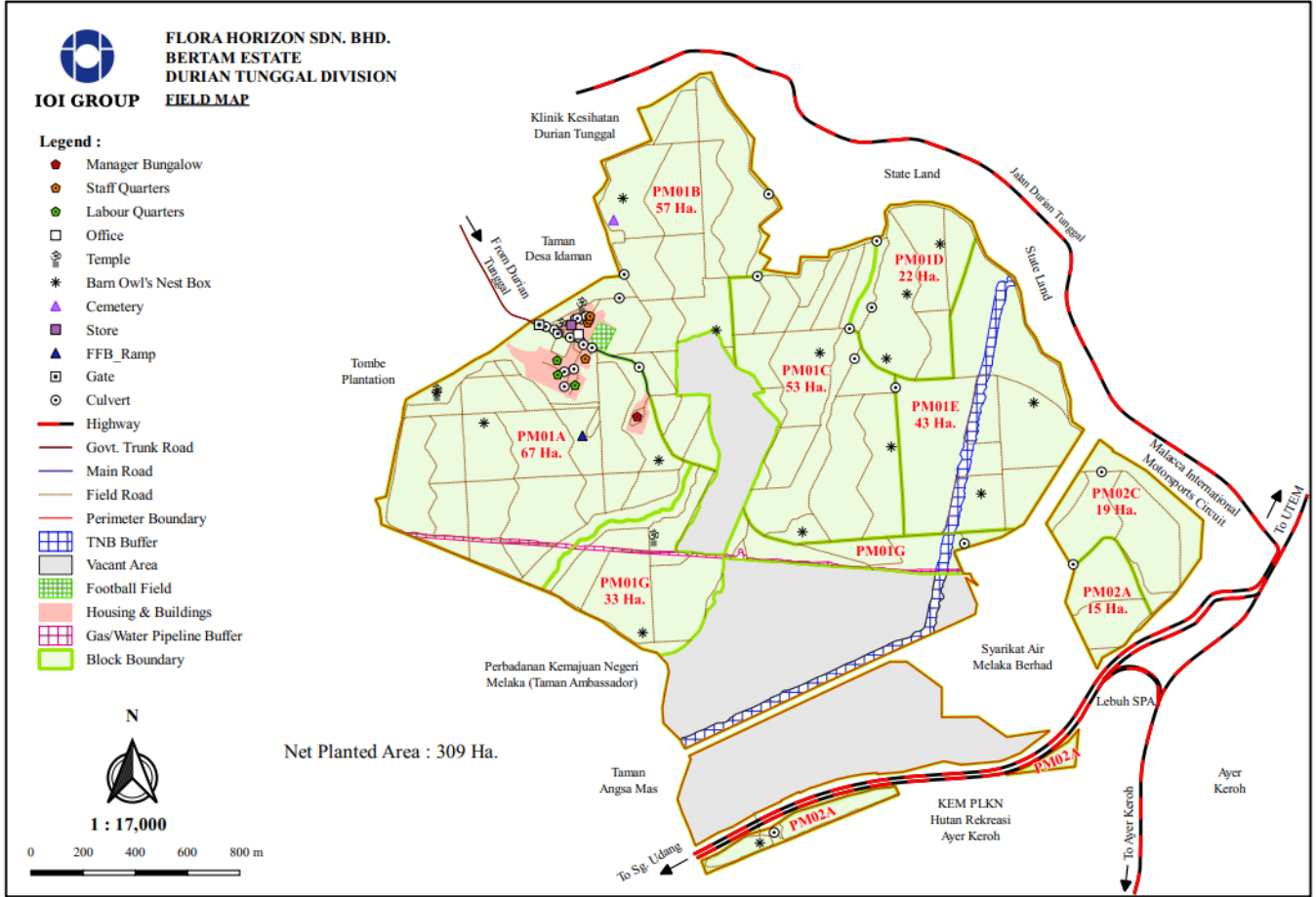
Bahau Estate



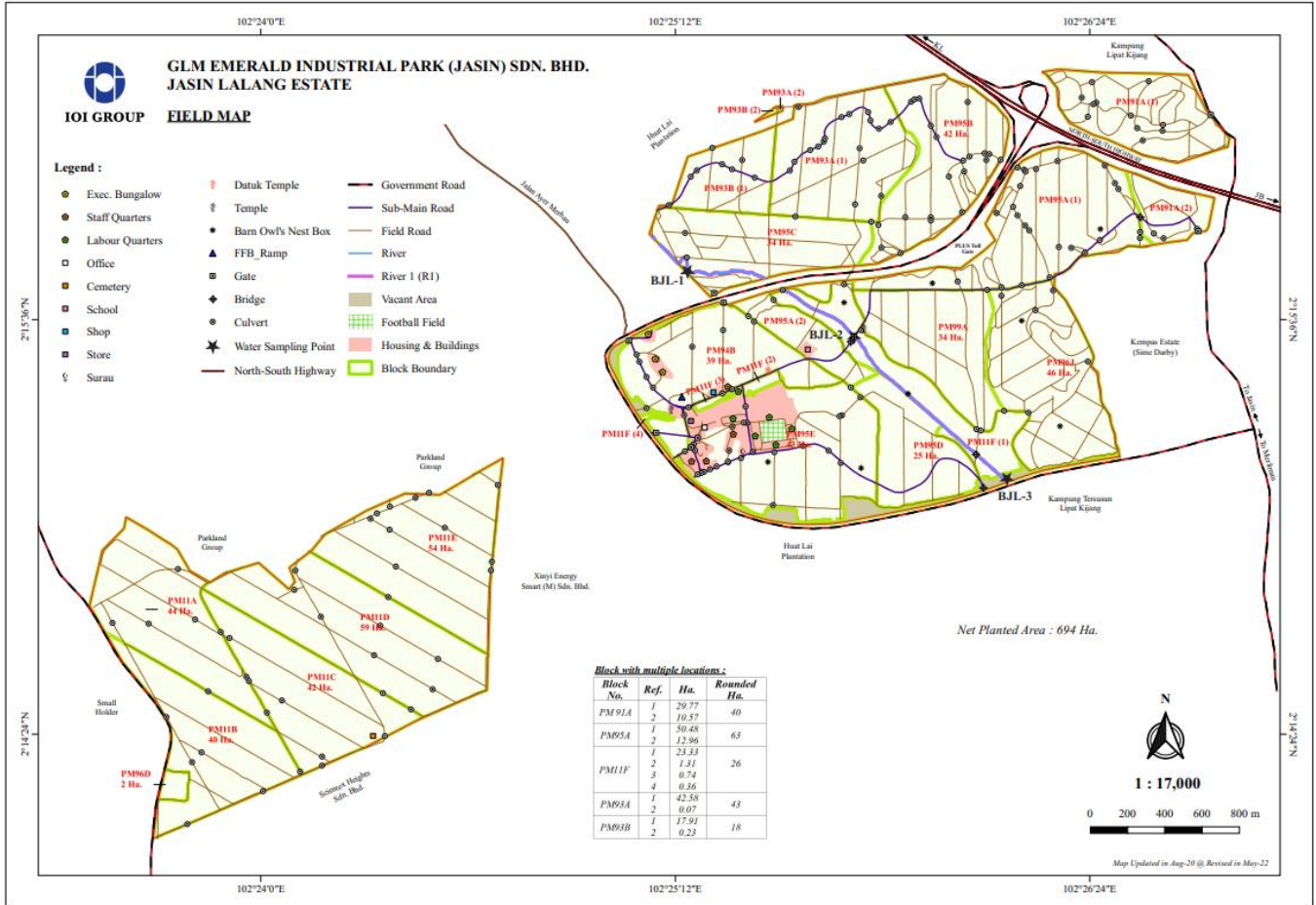
Kuala Jelei Estate



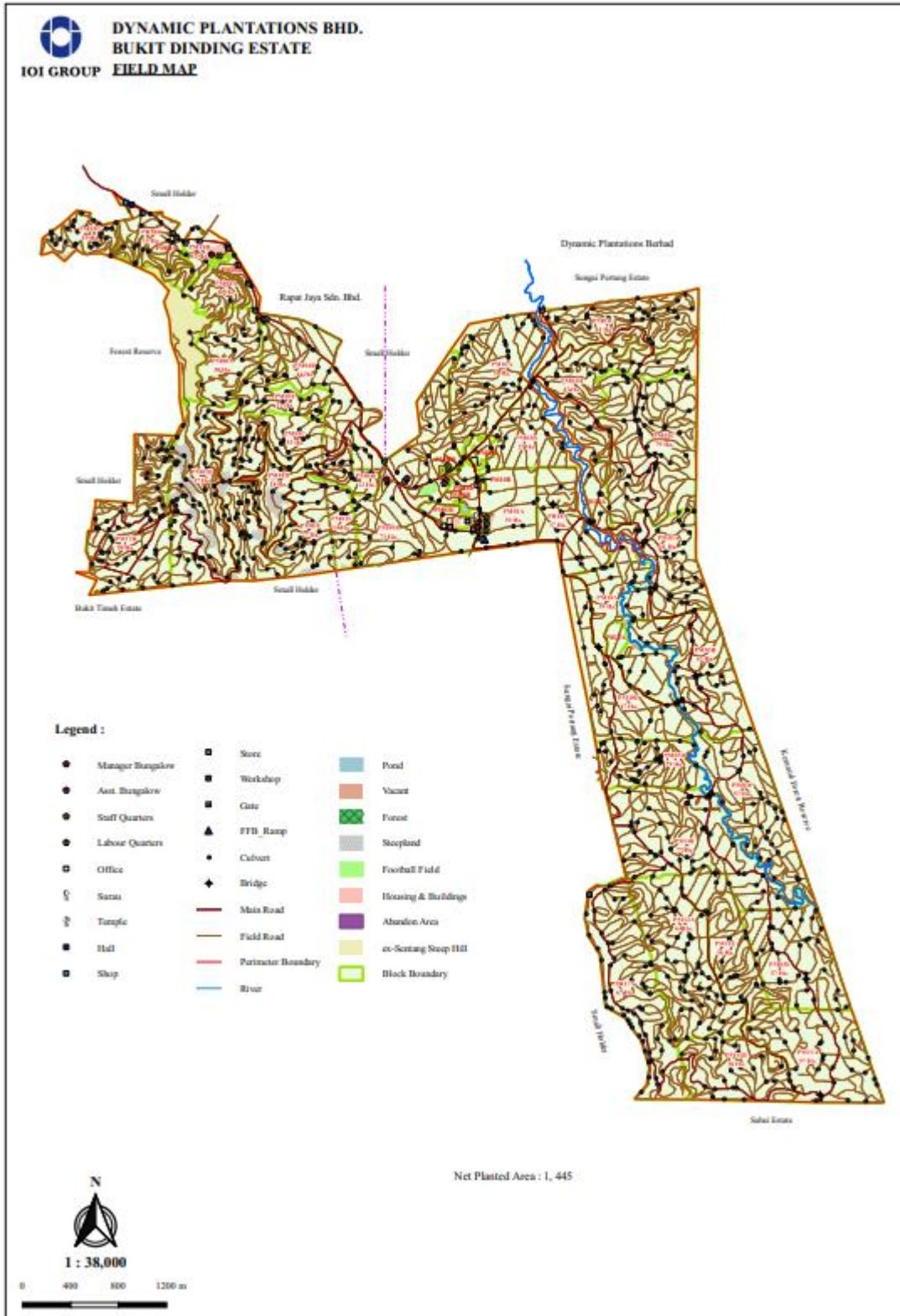
Bertam Estate



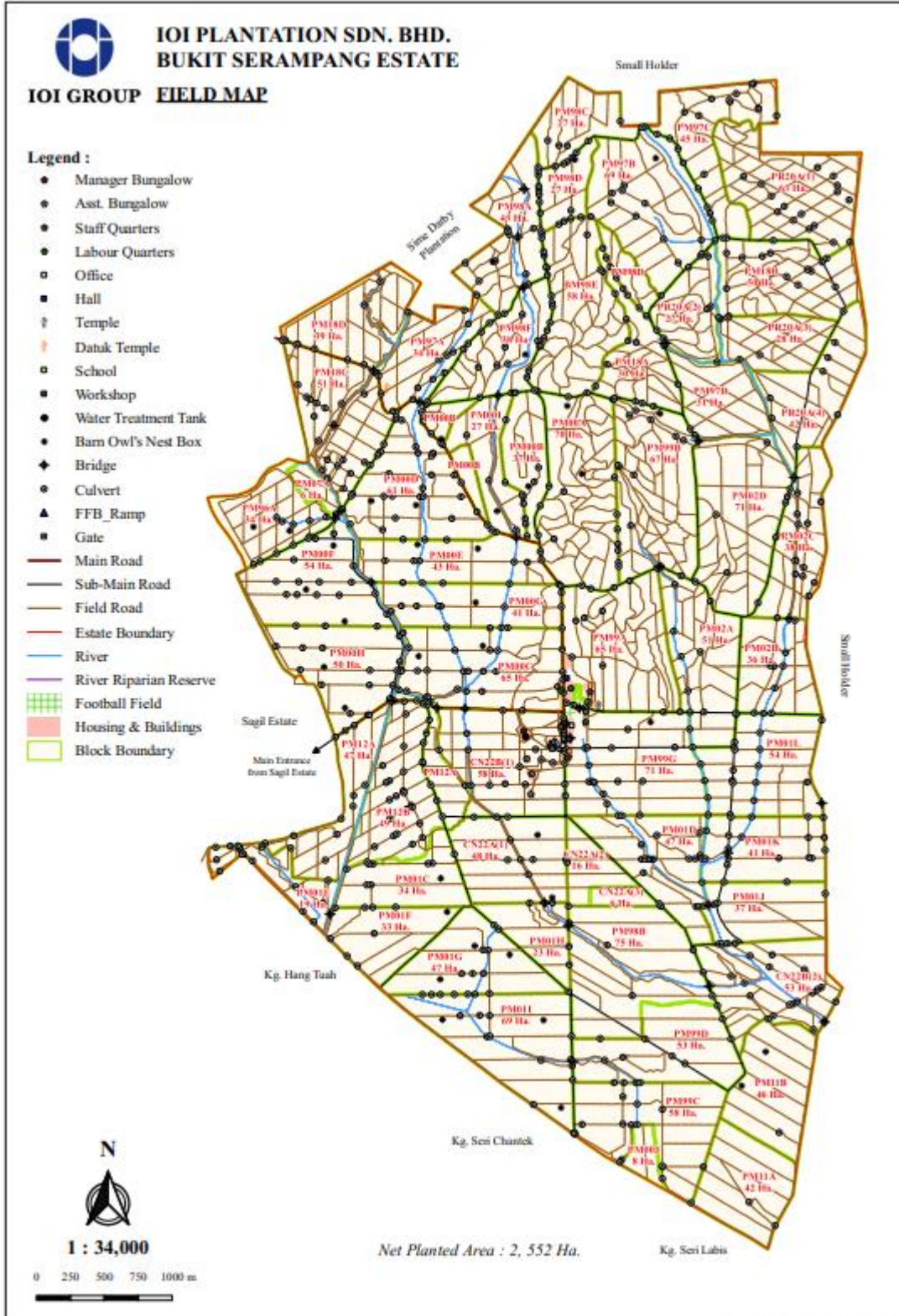
Jasin Lalang Estate



Bukit Dinding Estate



Bukit Serampang Estate



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