

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (3_1)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<p>Client Company Name / Parent Company: United Plantations Berhad</p>
<p>Client Company / Parent Company Address: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia</p>
<p>Certification Unit: United Plantations Berhad - Jendarata Palm Oil Mill</p> <p>Location of Certification Unit: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia</p>
<p>Date of Final Report: 13/08/2023</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	United Plantations Berhad		
RSPO Membership Number	1-0004-04-000-00	Membership Approval Date	20/07/2004
Address	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	United Plantations Berhad Jendarata Palm Oil Mill		
Location / Address	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
Website	www.unitedplantations.com		
Management Representative	Lee Kian Wei	E-mail	lkw@unitedplantations.com
Telephone	017-6093288	Facsimile	05-6417100

2. Certification Information			
Certificate Number	RSPO 693200	Certificate Start Date	29/09/2022
Date of First Certification	21/08/2008	Certificate Expiry Date	28/09/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3_1) <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 checked="" type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	50mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input 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 693204	MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services (M) Sdn Bhd	06/09/2023
MSPO 693201	MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		06/09/2023
MSPO 709996	MSPO Supply Chain Certification Standard 2018		13/08/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Jendarata Palm Oil Mill	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°51'14.13" N	100°58'06.01" E
Jendarata Estate	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°54'00.14" N	100°58'39.16" E
Seri Pelangi Estate	Batu 11 ¾, Jalan Bidor, 36008 Teluk Intan, Perak, Malaysia	3°59'37.00" N	101°09'34.99" E
Tanarata Estate	Batu 7, Jalan Changkat Jong, 36008 Teluk Intan, Perak	3°58'11.58" N	101°5'48.71" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Jendarata Estate	5,201.41	3.15	1,131.08	6,335.64	82.10
Seri Pelangi Estate	1,329.99	0	93	1,422.99	93.05
Tanarata Estate	3,380.65	0.56	265.94	3,656.19	92.46
Total	9,911.06	3.71	1,490.02	11,420.13	-

Note: - For Tanarata Estate, the total area has some changes in 2023 due to re-survey conducted by Land Office during the renewal of lease status, 364.18ha has been leased to Yayasan Bina Upaya (YBU), however the area is still under management control of UP with an agreement between UP and YBU.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Jendarata Estate	788.07	2,576.76	1,398.72	437.86	4,413.34	788.07
Seri Pelangi Estate	443.00	321.00	159.00	406.00	886	443.00
Tanarata Estate	2,791.34	414.78	174.53	0	589.31	2,791.34
Total (ha)	4,022.41	3,312.54	1,732.25	843.86	5,888.65	4,022.41

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 22 – Aug 23)	Actual (June 2022 – May 2023)		Forecast (Sept 23 – Aug 24)
		Previous license period (June 2022 – Sept 2022)	Current license period (Oct 2022 – May 2023)	
Jendarata Estate	130,000	39,808.23	75,905.92	136,200
Seri Pelangi Estate	38,000	8,912.82	17,205.70	38,000
Tanarata Estate	25,000	6,561.23	19,880.46	49,600
Total	193,000	168,274.36		223,800

Note: All estates above-mentioned has undergone the big replanting programme especially Tanarata estate which almost the whole area has been replanted. When consider the year of replanting which is in the last 3 years, those immature area will enter to the mature area in the next license. Therefore, this is the main reason to get the forecast FFB production higher than normal situation when only mature planted area is counted

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 22 – Aug 23)	Actual (June 2022 – May 2023)		Forecast (Sept 23 – Aug 24)
		Previous license period (June 2022 – Sept 2022)	Current license period (Oct 2022 – May 2023)	
Lima Blas Estate		3,850.89	1,150.14	
Total		5,001.03		

Note: Lima Blas estate is one of the certified estates under the Ulu Bernam Optimill, certificate number GGC-UPBUBO-RSPO-AA1-2019

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 22 – Aug 23)	Actual (June 2022 – May 2023)		Forecast (Sept 23 – Aug 24)
		Previous license period (June 2022 – Sept 2022)	Current license period (Oct 2022 – May 2023)	
N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A		N/A

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	June 2022	16,635.510	0	16,635.510
2	July 2022	13,082.210	0	13,082.210
3	Aug 2022	16,334.000	0	16,334.000
4	Sept 2022	13,081.450	0	13,081.450
5	Oct 2022	14,245.600	0	14,245.600
6	Nov 2022	14,345.660	0	14,345.660
7	Dec 2022	14,644.240	0	14,644.240
8	Jan 2023	12,459.750	0	12,459.750
9	Feb 2023	14,718.130	0	14,718.130
10	Mar 2023	15,080.160	0	15,080.160
11	Apr 2023	12,821.970	0	12,821.970
12	May 2023	15,826.710	0	15,826.710
	TOTAL	173,275.39	0	173,275.39

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Sept 22 – Aug 23)	Actual (June 2022 – May 2023)		Forecast (Sept 23 – Aug 24)
	Previous license period (June 2022 – Sept 2022)	Current license period (Oct 2022 – May 2023)	
FFB	FFB		FFB
193,000 mt	59,133.17 mt	114,142.22 mt	223,800 mt
	TOTAL	173,275.39 mt	
CPO (OER: 23.50 %)	CPO (OER: 22.86 %)		CPO (OER: 23.50 %)
45,355 mt	13,486.66 mt	26,118.01 mt	52,593 mt
	TOTAL	39,604.67 mt	
PK (KER: 5.50 %)	PK (KER: 4.76 %)		PK (KER: 5.50 %)
10,615 mt	2,737.46 mt	5,513.84 mt	12,309 mt
	TOTAL	8,251.30 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	June 2022	3,783.540	780.950
2	July 2022	2,978.080	592.430
3	Aug 2022	3,733.610	739.350
4	Sept 2022	2,991.430	624.730
5	Oct 2022	3,285.490	671.500
6	Nov 2022	3,228.450	672.320
7	Dec 2022	3,278.800	710.950
8	Jan 2023	2,864.760	589.920
9	Feb 2023	3,357.900	711.490
10	Mar 2023	3,479.470	764.840
11	Apr 2023	2,961.620	635.370
12	May 2023	3,661.520	757.450
	TOTAL	39,604.67	8,251.30

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11. Summary of Actual Volume sold					
Current License period (Oct 2022 – May 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	25,957.19	0	0	0	25,957.19
PK (MT)	5,571.08	0	0	0	5,571.08
Credits	0	0	0	0	0
Previous License period (June 2022 – Sept 2022)					
CPO (MT)	13,090.52	0	0	0	13,090.52
PK (MT)	2,717.19	0	0	0	2,717.19
Credits	0	0	0	0	0

Note: Used credit/volume carry forward from previous review period; CPO: 407.01 mt, PK: 207.21 mt and verified from dipping/ullage records

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Confidential	-	39,047.71	0
2	Confidential	-	0	8,288.27
TOTAL			39,047.71	8,288.27

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

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
N/A	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			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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

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				

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

Section 2: Assessment Process

Certification Body:

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

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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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 **10/07/2023-13/07/2023**. 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. RSPO P&C 2018 for Production of Sustainable Palm Oil was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (RC3)	Year 2 (ASA 3_1)	Year 3 (ASA 3_2)	Year 4 (ASA 3_3)	Year 5 (ASA 3_4)
Jendarata POM	√	√	√	√	√
Jendarata Estate	√	√	√	√	√
Tanarata Estate	√	√	√	√	√
Seri Pelangi Estate	√	√	√	√	√

Tentative Date of Next Visit: July 8, 2024 - July 11, 2024

Total Number of Mandays: 12 man-days

2.2 BSI Assessment Team

Name	Role	Competency
Mohamed Zainal (MHZ) Hidhir Abidin	Team Leader	<p>Education: Bachelor’s Degree in chemical engineering, National University of Malaysia</p> <p>Work Experience: 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012</p> <p>Training attended: 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p>

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		Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.
Mohd Nur Amin bin Mohd Halim (MNA)	Team Member	<p>Education: Diploma Office Management & Technology, UiTM.</p> <p>Work Experience: He started his career as a sustainability practitioner in GLCs related to palm oil plantation for 6 years and 10 months, mainly handling operational excellence, environment & safety and health at the upstream and downstream operations. He then joined an international certification body over the last 3 years and started his auditing career as qualified lead auditor for MSPO (OPMC and SCCS) schemes; and qualified auditor for ISCC Waste and Residue scheme. Concurrently, he was also the document controller and scheme coordinator for MSPO (OPMC and SCCS) accreditation.</p> <p>Training attended: He has completed Exemplar IMS (9001, 14001 & 45001) LA Course (2019), SA 8000 Course (2019), Endorse MSPO SCCS Course (2020), Endorse MSPO LA Course (2020), Endorse ISCC Waste and Residue Course (2020), HCV & HCS Course (2020), Endorse ISCC Basic & PLUS Course (2022), CQI & IRCA ISO 14001:2015 LA Course (2022) and Endorse RSPO P&C LA Course (2022).</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Policy and commitment, Social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue</p>
Ahmad Ruffi Bin Abu Talib Khan (ARK)	Team Member	<p>Education: Bachelor’s Degree in mechanical engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years’ experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p>

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		<p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan.</p>
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Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	MHZA	MNA	ARK
Sunday 09/07/2023	PM	Audit team travel Hutan Melintang. Check in at VVIP Hotel, Hutan Melintang	√	√	√
Monday 10/07/2023 Jendarata POM	0800	Audit team travel to Jenderata Engineering Department (JED) @ POM	√	√	√
	0830	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). Verification on previous audit findings 	√	√	√
	0900 1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area.			
	1230 1330	Lunch	√	√	√
	1330 1630	Document Review P1 – P7: SOPs. Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc. RSPO Supply chain requirements for mill - Identity Preserved Module	√	√	√

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		<ul style="list-style-type: none"> - Internal Audit - Outsourcing activities - Purchasing and Goods In - Sales and Goods Out - Outsourcing Activities - Record keeping - Extraction Rate - Processing - Registration of transaction - Claims 			
	1630 1700	Interim Closing Briefing	√	√	√
Tuesday 11/07/2023 Jendarata Estate	0830 1230	Jendarata Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1000 1230	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1230 1330	Lunch	√	√	√
	1330 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	√	√	√
	1630 1700	Interim Closing Briefing	√	√	√
Wednesday 12/07/2023 Seri Pelangi Estate	0830 1230	Seri Pelangi Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1000 1230	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1230 1330	Lunch break	√	√	√

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	1330 1630	Seri Pelangi Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc)	√	√	√
	1630 1700	Interim Closing Briefing	√	√	√
Thursday 13/07/2023	0830 1230	Tanarata Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc	√	√	√
Tanarata Estate	1230 1330	Lunch break	√	√	√
	1330 1500	Tanarata Estate 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)	√	√	√
	1530 1600	Closing meeting – conclusion and recommendation	√	√	√

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?	PT. Surya Sawit Sejati is a subsidiary company of United Plantations Berhad. PT Surya Sawit Sejati have operate 1 palm oil mill that supplied by 2 estates (Lada and Runtu Estates) and Plasma smallholders estate (Plasma Kumai and Arut).	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	The RSPO Initial Assessment has been carried out on 11-15 th December 2017 on initial HGU areas and have successfully obtained RSPO certificate in November 2018 and Scope Extension Audit conducted in November 2019 for 6717.62ha. The balance area will be certified in tandem with the issuance of land titles (HGU, HGB, Hak Pakai, Hak Milik) by the Government of Indonesia.	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, there is no new acquisition for any land	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The new time bound of 2025 was approved by RSPO Secretariat on 26 May 2023.	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, the new time bound is 2025. The details of the justification for the change to the time-bound plan is indicated in the Approved Time-Bound Plan table	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No, there is no isolated lapse in the implementation of the TBP	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There is no comments from stakeholders. The company has a complaint and grievance mechanism regulated in stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP : SSS-COMDEV(HMS)-024).	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in	The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the	Complied

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<p>accordance with RSPO P&C criterion 7.12.</p>	<p>identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area, there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.</p> <p>In 2014, the company has also conducted HCV identification for smallholder scheme area and Kumai Arut Conservation Area for the area of 1,121.2 ha. However, the area of 49.572 ha is highly potential be opened as housing area of Benaning Bawah Villagers. The information is based on community aspiration to exclude the area from HCV area of Kumai Arut Estate Scheme Smallholder. The company with assigned consultant has approached and counselled local community through FPIC method.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>The company has a complaint and grievance mechanism regulated in stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP : SSS-COMDEV(HMS)-024). The mechanism regulated the flow chart process. It is equipped with complaint form.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>Procedure for calculating and distributing fair compensation has been in place in the similar document of SOP land compensation No. HRD-015-R00 dated 1 January 2016. It explains that the company has a standard of compensation</p>	<p>Complied</p>

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	calculation but also giving the compensated person a bargaining/negotiation position. The record of compensation process and outcome of negotiated agreement is documented. Based on interview with the community the community has understand the procedure of land compensation and their involvement in the compensation process. The result of the compensation process is distributed to the compensated party and can be accessed by stakeholder through information request.	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Personnel in charge to manage the legal documentation system are Legal Department (Led by Ibu Dewi). A system used for tracking any changes in laws and regulations was set-up trough procedure No: SOP-HRD-017-R00.	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, a positive assurance statement shall be available and justified.	PT. Surya Sawit Sejati has conducted annual RSPO internal audits The latest internal audit was carried out on 14 & 18 June 2023. The positive assurance statement is made available in the internal audit report that the business units are in compliance with RSPO P&C.	Complied
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	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes, UPB conducted stakeholders meeting annually. Latest meeting was carried out 26 th July 2023. No grievance/complaints raised during the stakeholders meeting.	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.	Not applicable as no scheme smallholder for Jendarata Certification Unit.	Not Applicable

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mill and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		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)			
				Latitude	Longitude						Any revision from the last approved TBP?	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Lada Estate (balance HGU)	Indonesia	Lada Estate	Desa Sungai Rangit Jaya, Kecamatan Pangkalan Lada, Kabupaten Kotawaringin Barat, Kalimantan Tengah	2.49306° S	111.72306° E	1796.61 (HPK) + 215 (APL) + 46 (APL) + 12.26 (HGB) + 27.73 (Hak Pakai)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	HPK - Process Pelepasan is ongoing at the Environment and Forestry Department Jakarta. Awaiting the Integrated Team to conduct on the ground survey and upon completion of Pelepasan Process, the SK Pelepasan from the Minister of Environment and Forestry Department Jakarta will be issued. APL - Panitia B process and on the ground survey by Integrated Team. Currently we are proceeding to HGU application at Land Office. HGB for building - Has been obtained. As there is no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment when HGU has obtained for the area under HPK & APL. Hak Pakai for conservation area - Awaiting payment of BPHTB (tax) to Bapenda	25-May-23

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													and issuance of Hak Pakai. As there is no oil palm planting on this area, we will conduct RSPO Scope Extension Assessment along with the HPK and APL area as stated above.	
Runtu Estate (balance HGU)	Indonesia	Runtu Estate	Desa Runtu, Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat, Kalimantan Tengah	2.37528° S	111.68944° E	4491.4 (APL) + 130 (APL) + 4.6 (HGB)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	APL - Awaiting Land Office to conduct Kadastral to produce HGU boundary map and thematic survey before the next step i.e forming Panitia B and producing outcome and decision of committee. Next, SK HGU will be issued and payment of BPHTB (tax) shall be made before issuance of HGU. HGB for building - Has been obtained. As there is no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment when HGU has obtained for the area under APL.	25-May-23
Lada Estate (Plasma Lada, Runtu, Arut & Kumai)	Indonesia	Lada Estate (Plasma Lada, Runtu, Arut & Kumai)	Plasma Lada: Desa Sungai Rangit Jaya, Kecamatan Pangkalan Lada, Kabupaten Kotawaringin Barat, Kalimantan Tengah	Plasma Lada: 2.49306° S Plasma Runtu: 2.37528° S Plasma Arut: 2.50361° S Plasma Kumai:	Plasma Lada: 111.72306° E Plasma Runtu: 111.68944° E Plasma Arut: 111.65583° E Plasma Kumai:	833 (Hak Milik) + 431.88 (Hak Milik in progress) + 1.48 (HGB) + 1115.82 (Hak Pakai)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	APL - Awaiting Land Office to conduct Kadastral to produce HGU boundary map and thematic survey before the next step i.e forming Panitia B and producing outcome and decision of committee. Next, SK HGU will be issued and payment of BPHTB (tax) shall be made before issuance of HGU.	25-May-23

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			Plasma Runtu: Desa Runtu, Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat, Kalimantan Tengah	2.62333° S	111.84806° E								HGB for building - Has been obtained. As there is no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment when HGU has obtained for the area under APL
			Plasma Arut: Desa Medang Sari, Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat, Kalimantan Tengah										
			Plasma Kumai: Desa Sungai Bedaun, Kecamatan Kumai, Kabupaten Kotawaringin Barat, Kalimantan Tengah										

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

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

Non-conformity			
NCR Ref #	N/A	Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)			
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2368072-202307-I1 Indicator: 7.8.2 SOP on Management of Riparian Area dated 24/11/2017 has yet to further define type of water courses in line with RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) guideline for improvement.</p>

Positive Findings	
PF #	Description
PF 1	Good cooperation given by site management and HRESH team

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2213512-202206-N1	Issued Date	17/06/2022
Due Date	17/06/2023	Closure Date	13/07/2023
Indicator & Category (Critical / Minor)	2.1.2 (Minor)		
Statement of Nonconformity:	United Plantations Jendarata Palm Oil Mill and estates unable to established documented system for ensuring legal compliance is in place.		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
Objective Evidence:	During the audit, auditor found out there is document system to ensure legal compliance is Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 in place. Sighted that no Written Notification to DOE for one unit of Fume Cupboard located in Laboratory of United Plantations Jendarata Palm Oil Mill 3 unit of Gensets with capacity of 141 kVA for Water Pond, 810 kVA (Mill), 141 kVA at Div. 3 Jendarata Estate@Riverside.		
Corrections:	To improve the legal requirement register and conduct briefing to the mill management team to ensure its compliance. To follow-up with the safety and environment consultant on the notification of genset and fume hood to DOE.		
Root Cause Analysis:	Lack of monitoring on the legal requirement register covering all applicable clauses under each Regulation		
Corrective Actions:	To improve the legal requirement register to detail all relevant clauses in the applicable regulation and conduct briefing for all mill and estate managements. To compile the status of DOE notification for all genset and fume hood within United Plantations Group.		
Assessment Conclusion:	ASA3_1 verification: i) Latest version of legal register dated 1/3/23 prepared by HRESH team has included relevant clauses under Environment Quality 1974 including Clean Air Regulation 2014. ii) ii) Records of written notification to DOE was sighted for the 3 gensets (141 kVA, 810 kVA and 141 kVA). Related form AS/PUB/N-JANA and endorsed by Professional Engineer (PE) was verified.		
Effectiveness Closure (for previous audit closed Critical NC):	The previous minor NC was effectively closed on 13/7/23 with sufficient evidence of implementation.		

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Non-conformity			
NCR Ref #	2213512-202206-M1	Issued Date	17/06/2022
Due Date	14/09/2022	Closure Date	07/07/2022
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	HIRARC found not consistently conducted and no specific hazard identified with specific PPEs stated as control measure (current and recommended new risk control).		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	Hazard identification risk assessment and risk control, HIRARC dated 01/08/2020 for Safe Operating Procedure as sampled Kernel Plant Operation and for harvesting was verified. It was found out that there is inconsistent on risk assessment for same operation for each operating units and no specific hazard and specific PPE stated as control measure (current and recommended new risk control)		
Corrections:	<ol style="list-style-type: none"> 1. The Senior Safety Officer has conducted briefing on HIRARC and Safe Operating Procedure for the mill engineers. 2. The HIRARC for Kernel Plant has been revised and the appropriate PPE is correlated and reflected in the revised SOP. 		
Root Cause Analysis:	Lack of understanding in developing a complete HIRARC and the PPE identified as control measure shall be captured in the Safe Operating Procedure.		
Corrective Actions:	To revise SOP and HIRARC for all operations to ensure consistent risk assessment and implementation of PPE based on the hazards identified.		
Assessment Conclusion:	Safe operating procedure for Kernel Plant station updated on 21/06/2022 and clearly define types of PPE that will be used by the kernel plant operator and approved by the senior resident manager. Reassessment for risk done by Mr Mugilan on 21/06/2022 and already identified PPE as one of the risk controls. Stated in the HIRARC that PPE usage is based on the on the internal procedure established. Training for HIRARC and SOPs conducted by Mr S. Rames on 21/06/2022 attended by Assistant Engineer, Supervisor and Operator. 2 samples of workers has been interview, confirmed that they has been trained on the SOPs and HIRARC and aware with types of PPE required base on task given.		
Effectiveness Closure (for previous audit closed Critical NC):	Based on the evidence provided and the visit to the mill's effluent pond it was found that the corrections and corrective action plans have been addressed accordingly. Therefore, the Critical Non-Conformity is successfully closed since 07/07/2022 and no further issues observed during this audit.		

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: The Legal Requirements Register (LRR) to be further reviewed and enhanced to provide better details of information for reference of estates and palm oil mill operation.</p> <p>Verification / Follow-up actions: The Legal Requirements Register (LRR) updating is monitored by HRESH department. All related applicable laws and regulations for estates and mill operation was last updated on 20/4/2023 and disseminated to all operating units under Jendarata Business Unit.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2213512-202206-M1	Critical	3.6.1	17/06/2022	Closed out on 07/07/2022
2213512-202206-N1	Minor	2.1.2	17/06/2022	Closed out on 13/07/2023

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Jendarata 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)
Local communities	Kampung Batu 9, Hutan Melintang	Face to face
Local communities	Kampung Pantai Nandu	Face to face
Contractor	Pang Excavator Works Sdn Bhd	Face to face
Contractor	Sri Venayerger Enterprise	Face to face

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Government Authorities	Balai Polis Hutan Melintang	Face to face
School	Sek. Jenis Keb. (Tamil) Jenderata 1	Face to face
Internal communities	Gender Committee	Face to face

Stakeholders comment	
1	<p>Feedbacks: Representative from Kampung Batu 9 and Kampung Pantai Nandu who have been interviewed informed some of their committee been given an opportunity with United Plantations Berhad (UPB). While for the who are not working with United Plantations Berhad (UPB), have their own oil palms farm. Based on the interview he informed the villagers has no issues with United Plantations Berhad’s estates management and maintained the good relationships have been between both parties. He also mentioned that the village is border with other plantation company field and not exactly border with United Plantations Berhad’s estates. He informed no operation/ activities in United Plantations Berhad’s estates and Jenderata POM that give adverse effect to the local communities.</p> <p>Audit Team verification and response: Managements will always have remained these good communications to the villager. Document review on stakeholders’ minutes of meeting from verified the meeting is attended by head of villager and no request/complaints/grievance/disputes to be discuss during the meeting. Review on complaint records and Social Continuous Improvement Plan established verified the no request/complaints/grievance/disputes is included as monitoring by management to take action. No further verification required.</p>
2	<p>Feedbacks: A contractor interviewed is Pang Excavator Works Sdn Bhd and Sri Venayerger Enterprise, who’s a replanting contractor and construction contractor in estates. Onsite interview, contractor agreed that good relationship has been established between Jenderata Business Unit managements. He informed that he understands on the standard provided by Jenderata Business Unit to be follow before started work in each estate’s field. Outcome from the interview, the contractor informed his company’s payment terms with Jenderata Business Unit’s is within 30 days. The contractor informed he been invited into stakeholders’ consultation meeting annually by Jenderata Business Unit and being briefed regarding RSPO & MSPO standards and requirement.</p> <p>Audit Team verification and response: Document review on the invoice and payment voucher from sampled estate verified the payment is meet the timeline. Document review on stakeholder consultation meeting from sampled estates verified the contractor’s name is in the attendance list. No further issues of concern.</p>
3	<p>Feedbacks: Onsite interviewed with corporal from Balai Polis Hutan Melintang of Polis Diraja Malaysia (PDRM) with service to provides security and safety to local community within Jenderata Business Unit. Onsite interview, the constable agreed that good relationship has been established between Jenderata Business Unit Complex’s managements. He welcome management for the supportive by United Plantations Berhad security which always available for cooperation to ensure the security at the highest level.</p>

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	<p>He informed he is representative from Balai Polis Hutan Melintang and is being invited into stakeholders' consultation meeting annually by Jenderata Business Unit's mill and estates, been briefed regarding RSPO & MSPO standards and requirement.</p>
	<p>Audit Team verification and response: Document review on stakeholder consultation meeting from sampled estates verified the representatives from PDRM's name is in the attendance list. No further issues of concern.</p>
<p>4</p>	<p>Feedbacks: During interview with the school representative, they informed that the school has good relationship and good communication with management continuously on focus area includes social, safety and environmental. The representative will continuously request from management to provide manpower for upkeeping at school surrounding and donation for school activities.</p>
	<p>Audit Team verification and response: The feedback verified with letter request from school regarding on the representative's request. Therefore, there are no issues on feedback.</p>
<p>5</p>	<p>Feedbacks: During interview with the representative revealed that they continuously communicate among Gender committee members to discuss latest issues which related to female rights, gender equality, reproductive rights, sexual harassment complaints and new mothers at all levels starting from Jenderata Business Unit. The committee representative will continuously take necessary action of any issues identified during the meeting as platform communicated among female workers especially on handling any harassment as according to company procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as menstrual. For this period, no new mothers or new baby born from female staffs/workers. Therefore, no assessment able to be conducted to assess the new mothers' need. The representative informed no discrimination has been practiced by management either based on their same job scope neither wage. All female workers received same benefits, leave and others.</p>
	<p>Audit Team verification and response: The feedback verified in gender committee minutes of meeting confirmed each Jenderata Business Unit have dedicated minutes of meeting which conduct annually. Minutes has identified status social issues and discuss among the members.</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

Previous landowner / user comment	
	<p>Feedbacks:</p>
	<p>Audit Team verification and response:</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.

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 Jendarata 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 Jendarata Palm Oil Mill is certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mohamed Hidhir Bin Zainal Abidin	Name: Lee Kian Wei
Company Name: BSI Services (M) Sdn Bhd	Company Name: United Plantations Berhad
Title: Lead Auditor	Title: Manager, Sustainability
<p>Signature:</p> 	<p>Signature:</p> <p><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> 
Date: 28/7/2023	Date: 28/7/2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Behave ethically and transparently		
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -</p> <p>United Plantations Berhad (UPB) has issued notification signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) dated 11/01/2014, the current policy and documents that can be publicly made available has no changes as follow.</p> <ol style="list-style-type: none"> 1. Land titles/user rights 2. Occupational health and safety plans 3. Plans and impact assessments relating to environment and social impacts 4. HCV documentations 5. Pollution prevention and reduction plans 6. Details of complaints and grievances 7. Continuous improvement plans 8. Public summary of certification assessment report 9. Human Rights Policy <p>It was verified during the document, company’s SOP and Field Management Manuals are identified as confidential documents for various operations. The contents not disclosed to any third party without authorization by the company.</p>	Complied

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1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>United Plantations Berhad has issued the current policy and documents that can be publicly made available has no changes as follow.</p> <p>Onsite visit at estates’ offices, observed the information are displayed at notice boards in appropriate languages especially in Bahasa and English.</p> <p>Onsite interview with sampled workers and external stakeholders informed they been briefed the policy and publicly available document in 6 different languages as policy, procedure.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad practices by keeping records of stakeholders’ request, grievance and complaint into Stakeholders logbook form.</p> <p>Document review on the form, sighted Jenderata POM, Jenderata Estate, Seri Pelangi Estate and Tanarata Estate maintained the forms and kept in the files.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad maintained the current Internal Grievance Redressal Procedure and External Grievance Redressal Procedure as guideline to handle Consultation and Communication.</p> <p>Document review, Jenderata POM, Jenderata Estate, Seri Pelangi Estate and Tanarata Estate maintained the Stakeholders logbook form as platform to channel stakeholders’ request, grievance and complaint. The form been distributed to stakeholders” during annual stakeholders’ dialogue session.</p> <p>Document review sighted the minutes of Annual Stakeholders Dialogue Session conducted at Dewan Lindquist, Division 3, Jenderata Estate on 18/05/2023 with attendance of stakeholders from different categories. Review on the minutes sighted agenda discuss during the dialogues includes RSPO and MSPO principles, company policies, complaints/grievances/request procedures,</p>	Complied

		Social Impact evaluation, Environmental impact evaluation, HCV area and question/answer. The meeting attended representative from Jenderata POM, Sg. Pelangi Estate and Tanarata Estate.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of stakeholders of stakeholders for year 2023 for Jenderata POM updated on 13/03/2023 by Logavani Muniandy. Jenderata Estate has been updated on 28/03/2023 by Mr Kavibalan which listed internal and external stakeholders. Seri Pelangi Estate, stakeholders list has been prepared by Punita Subramaniam dated 10/04/2023. Tenarata Estate, stakeholders list has been prepared by Punita Subramaniam dated 10/04/2023.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	United Plantations Berhad maintained the current Code of Conduct and Business Ethics, signed by Dato’ Carl Bek-Nielsen, Chief Executive Director dated 14/12/2019. There’s also Commitment on United Plantatations’s Supplier Code of Conduct to be acknowledged and implemented by service providers/vendors and included as part of the vendors’ contract agreements.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	United Plantations Berhad revise internal policy title Whistleblower Policy signed by Dato’ Carl Bek-Nielsen, Chief Executive Director updated 27/04/2023 which the objective to provide an avenue for employees, suppliers and other stakeholders to raise concerns and reassurance that they will be protected from reprisal or victimization for whistleblowing. Monitoring of compliance and the implementation of policy and overall ethical business practice conducted continuously by operating unit managements and periodically by HRSS Department through internal audit.	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>Jendarata Business Unit continued to comply with legal requirements for estates and mill operation. Permit and license checked:</p> <p>i) Jendarata POM's Compliance Schedule, license no. AS(B)A31/152/000/015, validity from 1/1/2022 to 30/6/2023. Method of POME disposal is land application with BOD limit @ 5000 mg/l.</p> <p>ii) 3rd party environmental audits.</p> <p>1st half of 2023 – audit date (19/05/2023), report date (2/06/2023), report reference, DPKR/0523/5591. Only 1 observation raised. Audit carried out environmental license assessor, EA 0047, CESSWI:4482.</p> <p>2nd half of 2022 - audit date (12/12/2022), report date (25/12/2022), report reference, DPKR/1222/5591.</p> <p>No NC and observation raised. Audit carried out environmental license assessor, EA 0047, CESSWI:4482.</p> <p>iii) List of competent persons</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Competency</th> <th style="text-align: left;">Certificate reference</th> <th style="text-align: left;">Validity period</th> </tr> </thead> <tbody> <tr> <td>CePPOME (Certified Professional in Palm Oil Mill Effluent)</td> <td>CePPOME/00135</td> <td>Effective from 28/08/19</td> </tr> <tr> <td>CePSWaM (Certified Professional in</td> <td>CePSWaM/02020</td> <td>Effective from 1/11/18</td> </tr> </tbody> </table>	Competency	Certificate reference	Validity period	CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/00135	Effective from 28/08/19	CePSWaM (Certified Professional in	CePSWaM/02020	Effective from 1/11/18	Complied
Competency	Certificate reference	Validity period										
CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/00135	Effective from 28/08/19										
CePSWaM (Certified Professional in	CePSWaM/02020	Effective from 1/11/18										

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		Scheduled Waste Management)				
		Electrical charginan, A4	PJ-T-4-B-0011-2019	Valid until 1/12/23		
		Steam Engineer, Grade 1	041/2009	Effective from 23/4/09		
		Steam Engineer, Grade 1	040/2012	Effective from 25/05/12		
		Engine driver, grade 1	PK/22/EIS/01/00234	Effective from 12/10/2022		
		Engine driver, grade 1	PK 84/2006	Effective from 30/08/06		
		iv) Energy Commission, Private electrical installation, no. ST(PIP)P/S/PRK/01418, license no. 011338/2022 for 11kV/9,137.5 kW and valid from 15/10/2022 – 14/10/2023. v) MPOB license no. 508108704000 with 240,000 mt processing capacity and valid for 1 year (1/04/2023 – 31/03/2024) vi) Steam boiler (SB) and Unfired Pressure Vessel (UPV) inspection was carried out on 27/4/2023 by DOSH inspector. Sample of SB and UPV inspected:				
		CF number	Type of UPV and SB			
		PK PMD 240	Steam boiler			

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		<table border="1"> <tr> <td>PK PMD 80102</td> <td>Steam boiler</td> </tr> <tr> <td>PK PMT 80789</td> <td>Back Pressure Receiver</td> </tr> <tr> <td>PK PMT 83405</td> <td>Sterilizer no.1</td> </tr> <tr> <td>PK PMT 83406</td> <td>Sterilizer no.2</td> </tr> </table>	PK PMD 80102	Steam boiler	PK PMT 80789	Back Pressure Receiver	PK PMT 83405	Sterilizer no.1	PK PMT 83406	Sterilizer no.2	
PK PMD 80102	Steam boiler										
PK PMT 80789	Back Pressure Receiver										
PK PMT 83405	Sterilizer no.1										
PK PMT 83406	Sterilizer no.2										
		<p>Based on DOSH comments in the logbook, all machinery inspected all in serviceable condition. No notice issued by DOE with regards to SB and UPV inspection.</p> <p>vii) Permit to Purchase, Store and Use of Sodium Hydroxide, Poison Ordinance 1952, register no. AC104/2023 valid until 31/12/2023.</p> <p>viii) Fire Certificate, ref. no JBPM: SB/7/168/2022, serial no. 319765 valid from 18/10/22 to 17/10/23.</p> <p>xi) Permit for Overtime Restriction, Section 60A(4)(a) Employment Act 1955 maximum limit per month: 130 hours effective from 5/11/2014, ref:(21)JTK.PK(1)PMT(SEK.60)/10805.</p> <p>x) Permit for Salary Deduction, Section 24, Employment Act 1955; blanket approval with the request from workers and not more than 50% deduction in the salary, ref: (6)dIm BHG PU/9/129 effective from 1/06/2012.</p> <p>ix) DOE citation report, JAS/ATOP1/08/2016 dated 12/4/2023. No non-compliance issue raised based on the report.</p> <p>iix) Permit for private water supply under Section 6(1)(a) Workers Minimum Standard and Amenities 1990, serial no. 2022/0008 valid from 9/2/2022 to 9/2/2024.</p> <p><u>Jendarata Estate</u></p> <p>i) MPOB license no. 501550502000 with 5286 ha and valid for 1 year (1/04/2023 – 31/03/2024)</p>									

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		<p>ii) Energy Commission, Private electrical installation, no. ST(PIP)P/S/PRK/00573, license no. 011337/2022 for 405 kW and valid from 15/10/2022 – 14/10/2023.</p> <p>iii) SPAN license (Private Water System Installation), ref: LK/3/22/00641 dated 19/7/2022 valid from 14/7/22 to 13/7/25. Type of system: 0.91 million litre per day (MLD).</p> <p>iv) Permit for private water supply under Section 6(1)(a) Workers Minimum Standard and Amenities 1990, serial no. 2021/0010 valid from 28/9/2021 to 28/9/2023.</p> <p>v) Diesel Permit, ref: KPDNPRKCTIN.600-2/23/185, serial no. A004205, storage capacity: 13,500 litre valid from 3/12/22 to 2/12/25.</p> <p>vi) Certificate of fitness (CF) for Unfired Pressure Vessel, PK PMT 9867 valid until 21/06/24.</p> <p><u>Seri Pelangi Estate</u></p> <p>i) MPOB license no. 502207202000 with 1337 ha and valid for 1 year (1/11/2022 – 31/10/2023).</p> <p>ii) Weighbridge stamping, ref: MPK(E) 80,000 kg, Mettler Toledo IND 780 valid for 1 year from 18/01/23 to 17/01/24.</p> <p>iii) Diesel and Petrol Permit, ref: KPDNHEP.TI.600-4/3/37, serial no. A004031, diesel storage capacity: 25,500 litre, petrol storage capacity: 400 litre valid from 23/07/21 to 22/07/24.</p> <p>iv) Certificate of fitness (CF) for Hoisting Machine and Unfired Pressure Vessel, PK PMT 9858 and PMA 11604 valid until 15/04/24.</p> <p><u>Tanarata Estate</u></p>	
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		<p>i) MPOB license no. 61805002000 with 3,423.35 ha and valid for 1 year (01/08/2023 – 31/07/2024)</p> <p>ii) Weighbridge stamping, ref: MPK(E) 80,000 kg, Avery ZM304 valid for 1 year from 9/06/23 to 8/06/24.</p> <p>iii) Diesel Permit, ref: KPDNHEP.TI.600-4/3/177, serial no. A004050, diesel storage capacity: 19,000 litre valid from 19/07/21 to 20/08/24.</p> <p>iv) Petrol Permit, ref: KPDNHEP.TI.600-4/3/189, serial no. A004141, petrol storage capacity: 600 litre valid from 22/04/22 to 21/04/25.</p> <p>iv) Certificate of fitness (CF) for Unfired Pressure Vessel, PK PMT 83563 valid until 20/05/24.</p>									
<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The management continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the UP’s operation. Each office of the operating unit (mill and estates) has its own legal register and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory & Machinery Act, Employment Act, Workers’ Minimum Standard of Housing and Amenities Act. Tracking changes in law updated by HREHS team. Latest change of law was done on 20th April 2023.</p>	<p>Complied</p>								
<p>2.1.3</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Jendarata Palm Oil Mill mill border marked through the fencing of the mill area.</p> <p>The estate does maintain the boundary stone/markers to the neighbouring properties. There are 25 boundary stones available for each estate. Sample taken for each and visited as the following:</p> <table border="1" data-bbox="1137 1318 1928 1366"> <thead> <tr> <th>No</th> <th>Estate</th> <th>Field Number</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	No	Estate	Field Number	Details					<p>Complied</p>
No	Estate	Field Number	Details								

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		1	Jendarata	Field 144	Seri Intan Estate - SDP	
		2	Jendarata	Field 144	Housing Area	
		3	Jendarata	Field 40A	Government Road	
		4	Jendarata	Field 92	Teluk Buloh Estate	
		5	Seri Pelangi	Field 14	MOCCIS Estate	
		6	Seri Pelangi	Field 12	Smallholder (Mr Ooi)	
		7	Seri Pelangi	Field 19	Perak Motor Estate	
		8	Seri Pelangi	Field 9	Smallholder	
		9	Tanarata	Field 13	Government Road	
		10	Tanarata	Field 21	Felcra Berhad	
		11	Tanarata	Field 19	MOCCIS Estate	
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 -	United Plantations Berhad maintained List of contractors and updated on annual basis. The list of contractors for Jendarata Estate, Seri Pelangi Estate and Tanarata Estate. The contractors included FFB transport, grass cutting, replanting, construction and renting machineries.				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 -	United Plantations Berhad maintained List of contractors and updated on annual basis. The list of contractors for Jendarata Estate, Seri Pelangi Estate and Tanarata Estate. The contractors included FFB transport, grass cutting, replanting, construction and renting machineries. The contractors Contract Agreement was available for verification for all contracted parties with the mill and estates. The contracts				Complied

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		<p>contain specific clause meeting applicable legal requirements. Verified the sampled contract agreement as following:</p> <p>Jenderata POM 1 sample of contractor taken which Alfa Laval for install PASX 710 sludge separator Model. PO no.: JS 132202524 dated 14/10/2022.</p> <p>Jendarata Estate, two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Mr. Subramaniam A/L Naganaidu for providing lent labour for general field work dated 01/01/2023. 2. Pang Excavator Works Sdn Bhd for replanting work with Agreement no.: 11206 (Account No.: 06/2416) dated 02/01/2023. <p>Seri Pelangi Estate, sample of contract agreement taken for two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Chin Lang Contractor Sdn Bhd for Felling and Shredding with agreement MOA No.: 13643 (Account No.: 05/05/37703) dated 01/01/2023. 2. LB Tractor Works for provide a backhoe with driver to carry out miscellaneous and work with agreement MOA No.: 13645 (Account No.: 05/05/63212) dated 01/01/2023. 3. Kesavan A/L Selvaraj for provide loaders and mini tractor to load FFB on rentices in the field allocated with agreement MOA No.: 13637 (Account No.: 05/05/86811) dated 01/01/2023. <p>Tanarata Estate, sample of contract agreement taken for two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Lim Soon Chiang (Teluk Intan Trading) for Transport Fresh Fruit Bunches and Empty Bunches from Hirer’s palm Oil Estate and 	
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		<p>Palm Oil mills to the destinations as stipulated by Hirer with agreement MOA No.: 01/2022 (Account No.: 05/06/22320) dated 01/01/2022 for five (5) years.</p> <p>2. Tharrshyini Enterprise for provide an Excavator / backhoe for Drainage Workers with agreement MOA No.: 10/2023 (Account No.: 05/06/37320) dated 01/01/2023.</p> <p>The contractor shall adhere to the current applicable laws and regulation include environmental quality act, occupational safety and health act, employment act, wages councils act, Malaysian anti-corruption commission act (section 17A), other applicable laws and subsequent revision of the laws and regulations. The contractor shall adhere to the United Plantations’s company policies, MSPO and RSPO requirements includes human right policy (no child labour, no forced and trafficked labour, equal treatment).</p> <p>Addendum of contract agreement sighted for all sample contractors which stated that contractor need to comply with current applicable laws and regulations such as environmental quality act, occupational safety act and employment act. Stated also that the contractor needs to adhere with Human Right Policy clearly mentioned that there is no child labour, forced and trafficked labour and equal treatment to all workers.</p>	
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>United Plantations Berhad maintained List of contractors and updated on annual basis. The list of contractors for Jendarata Estate, Seri Pelangi Estate and Tanarata Estate. The contractors included FFB transport, grass cutting, replanting, construction and renting machineries.</p> <p>Contractors Contract Agreement was available for verification for all contracted parties with the mill and estates. The contracts contain specific clause disallowing child, forced and trafficked</p>	<p>Complied</p>

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		<p>labour. Verified the sampled contract agreement as following:</p> <p>Jenderata POM 1 sample of contractor taken which Alfa Laval for install PASX 710 sludge separator Model. PO no.: JS 132202524 dated 14/10/2022.</p> <p>Jendarata Estate, two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Mr. Subramaniam A/L Naganaidu for providing lent labour for general field work dated 01/01/2023. 2. Pang Excavator Works Sdn Bhd for replanting work with Agreement no.: 11206 (Account No.: 06/2416) dated 02/01/2023. <p>Seri Pelangi Estate, sample of contract agreement taken for two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Chin Lang Contractor Sdn Bhd for Felling and Shredding with agreement MOA No.: 13643 (Account No.: 05/05/37703) dated 01/01/2023. 2. LB Tractor Works for provide a backhoe with driver to carry out miscellaneous and work with agreement MOA No.: 13645 (Account No.: 05/05/63212) dated 01/01/2023. 3. Kesavan A/L Selvaraj for provide loaders and mini tractor to load FFB on rentices in the field allocated with agreement MOA No.: 13637 (Account No.: 05/05/86811) dated 01/01/2023. <p>Tanarata Estate, sample of contract agreement taken for two (2) samples of contractors taken which as follow.</p> <ol style="list-style-type: none"> 1. Lim Soon Chiang (Teluk Intan Trading) for Transport Fresh Fruit Bunches and Empty Bunches from Hirer’s palm Oil Estate and Palm Oil mills to the destinations as stipulated by Hirer with 	
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		<p>agreement MOA No.: 01/2022 (Account No.: 05/06/22320) dated 01/01/2022 for five (5) years.</p> <p>2. Tharrshyini Enterprise for provide an Excavator / backhoe for Drainage Workers with agreement MOA No.: 10/2023 (Account No.: 05/06/37320) dated 01/01/2023.</p> <p>The contractor shall adhere to the current applicable laws and regulation include environmental quality act, occupational safety and health act, employment act, wages councils act, Malaysian anti-corruption commission act (section 17A), other applicable laws and subsequent revision of the laws and regulations. The contractor shall adhere to the United Plantations's company policies, MSPO and RSPO requirements includes human right policy (no child labour, no forced and trafficked labour, equal treatment).</p> <p>Addendum of contract agreement sighted for all sample contractors which stated that contractor need to comply with current applicable laws and regulations such as environmental quality act, occupational safety act and employment act. Stated also that the contractor needs to adhere with Human Right Policy clearly mentioned that there is no child labour, forced and trafficked labour and equal treatment to all workers.</p>	
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license. 	<p>Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantations Berhad e.g. Lima Blas Estate</p>	Complied

	- Critical (Major) compliance -		
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantations Berhad e.g. Lima Blas Estate	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.			
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	<p>Jendarata Palm Oil Mill has established the business management plan that include the following details:</p> <ol style="list-style-type: none"> 1. FFB receive projection from the supply base estates 2. Oil Extraction Rate (OER) 3. Kernel Extraction Rate (KER) 4. Operation Cost 5. Capital Expenditures 6. General Charges <p>There are no scheme smallholders at the site, thus there is no joint developed business plan between the mill and the scheme smallholders.</p> <p>Jendarata Estate, Seri Pelangi Estate and Tanarata Estate has established the business management plan that include the following details:</p> <ol style="list-style-type: none"> 1. FFB projection from each block 2. Income and expenditure 3. Sundry Revenue 4. Operation Cost 5. Capital Expenditures 	Complied

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		6. General Charges 7. Hectarage Statement																																											
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	<p>The estates has established the replanting plan. The plan is as the following:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td colspan="6" style="text-align: center;">Jendarata Estate</td> </tr> <tr> <td>Hectarage</td> <td>399.78</td> <td>459.07</td> <td>127.40</td> <td>226.20</td> <td>79.30</td> </tr> <tr> <td colspan="6" style="text-align: center;">Seri Pelangi Estate</td> </tr> <tr> <td>Hectarage</td> <td>243.00</td> <td>181.00</td> <td>157.00</td> <td>159.00</td> <td>0.00</td> </tr> <tr> <td colspan="6" style="text-align: center;">Tanarata Estate</td> </tr> <tr> <td>Hectarage</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </tbody> </table> <p>There is no replanting program at Tanarata Estate as the whole estate was newly replanted.</p>	Year	2023	2024	2025	2026	2027	Jendarata Estate						Hectarage	399.78	459.07	127.40	226.20	79.30	Seri Pelangi Estate						Hectarage	243.00	181.00	157.00	159.00	0.00	Tanarata Estate						Hectarage	0.00	0.00	0.00	0.00	0.00	Complied
Year	2023	2024	2025	2026	2027																																								
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Hectarage	0.00	0.00	0.00	0.00	0.00																																								
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	<p>Each of the operating unit in Jendarata Palm Oil Mill supply bases has conducted the Management Review. The record of the review was sighted as the following:</p> <ol style="list-style-type: none"> 1. Jendarata Palm Oil Mill – 25/05/2023 2. Jendarata Estate – 29/05/2023 3. Seri Pelangi Estate – 23/05/2023 4. Tanarata Estate – 22/05/2023 <p>The agenda discussed during the management review is of the following:</p> <ol style="list-style-type: none"> 1. Tracking of legal requirements 2. Business Plan – budget 	Complied																																										

		<ol style="list-style-type: none"> 3. Environment Impacts Assessment 4. Fossil Energy consumption 5. Schedule waste management 6. Social Impact Assessment 7. Stakeholder Communication and Consultation/ Complaints and Grievances 8. Internal audits findings 9. External audit findings 10. Customer feedback 11. Process performance and product conformity 12. Status of correction and corrective action 13. Follow-up action from previous management review 14. Changes that could affect the management system 15. Recommendations for improvement 	
<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>			
<p>3.2.1</p>	<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. - Critical (Major) compliance -</p>	<p>The improvement plans include workers welfare, waste management, occupational health & safety, and operations improvements and not limited only to social and environmental consideration. For example, several improvement projects have been initiated for the field operation and workers welfare. Gazetted FY2023 CAPEX sampled as per the following:</p> <p><u>Jendarata Estate</u> Building (general) - New water pipeline and cistron installation at division 2 line site</p>	<p>Complied</p>

		<p>Tractor/locomotives</p> <ul style="list-style-type: none"> - 3 units of HYVA Grabber - 6 units Farmaster CS4.50 tractor - 3 units BigBull C-1500E <p>Bridge</p> <ul style="list-style-type: none"> - Construction of new twin bridges FLD 103 <p><u>Seri Pelangi Estate</u></p> <p>Agriculture Implements</p> <ul style="list-style-type: none"> - ST Turbomist P65 - Motorized cutter STIHL PC70 <p>General</p> <ul style="list-style-type: none"> - Replacement of poly pipe for water supply (div. 1 and 2) - Installation of concertina barb wire - Installation of street lighting <p><u>Tanarata Estate</u></p> <p>Building/housing</p> <ul style="list-style-type: none"> - Surau at division 1 - Sundry shop division 3 	
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		<p>Building – General</p> <ul style="list-style-type: none"> - Installation of solar panel (office building) 400 kW/h - Tractor parking at division 3 <p>Development/Rehabilitation</p> <ul style="list-style-type: none"> - Upgrading main/trunk road 2300 DM @ RM200/DM - 1 unit installation of metal tube/culvert 5'-6' C/W Flap Across Jalan Ganda <p>On-going improvement plan documented under Continuous Improvement Plan;</p> <table border="1" data-bbox="1198 805 1910 1378"> <thead> <tr> <th data-bbox="1198 805 1238 853"></th> <th data-bbox="1238 805 1413 853">Program</th> <th data-bbox="1413 805 1910 853">Action /Initiatives</th> </tr> </thead> <tbody> <tr> <td data-bbox="1198 853 1238 1378" rowspan="5">1</td> <td data-bbox="1238 853 1413 1378" rowspan="5">Chemical Reduction /IPM</td> <td data-bbox="1413 853 1910 901">Increasing number of IPM plants planted</td> </tr> <tr> <td data-bbox="1413 901 1910 981">Educating workers on benefit of IPM plans</td> </tr> <tr> <td data-bbox="1413 981 1910 1029">Only circle and strip spraying in fields</td> </tr> <tr> <td data-bbox="1413 1029 1910 1109">Reduce herbicide requirement by planting cover crop</td> </tr> <tr> <td data-bbox="1413 1109 1910 1268">Mechanization – Introduce of mechanized spraying (power spray) to increase productivity in newly mature area.</td> </tr> <tr> <td data-bbox="1413 1268 1910 1378">Install barn owl boxes as soon as the replanting programme is completed to meet 1 box: 12 ha ratio</td> </tr> </tbody> </table>		Program	Action /Initiatives	1	Chemical Reduction /IPM	Increasing number of IPM plants planted	Educating workers on benefit of IPM plans	Only circle and strip spraying in fields	Reduce herbicide requirement by planting cover crop	Mechanization – Introduce of mechanized spraying (power spray) to increase productivity in newly mature area.	Install barn owl boxes as soon as the replanting programme is completed to meet 1 box: 12 ha ratio	
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		<p>Jendarata Estate has established a Continuous Improvement covering:</p> <ul style="list-style-type: none"> a. Estate and Field Practices: Target b. Nature Conservation, Diesel Usage by Estate, Target: Decreasing from 2019. c. Target: Triple Rinse Container sent to Waste Manager d. Safety and Health, Target: To raise awareness on the importance of safety and conduct regular trainings to reduce likelihood of accidents occurring. 																							

		<p>e. Social Commitment.</p> <p><u>Seri Pelangi Estate</u> Estate has implemented continuous improvement plan as evidence from Slide of presentation for Continuous Improvement Programme 2017-1026. Among programmes included:</p> <ol style="list-style-type: none"> 1. Reduction in use of pesticides in mature Oil Palm (Herbicides, Insecticides, & Fungicides) expressed in active ingredient (kg/per Ha) based on total immature hectarages. Action by implementation of IPM plants and cover crop. 2. To install barn owl boxes as soon as replanting programme is completed to meet, 1 box:12 Ha ratio. 3. Introduction of mechanization to increase output (cantas, power spray). 4. Raise awareness on importance of safety and conduct regular trainings to reduce likelihood of accidents occurring. <p><u>Tanarata Estate</u> Continuous improvement plan has been clearly explained in the slide continuous improvement. For social, a lot of improvement has been done since land acquisition in year 2019. The management has upgraded workers housing and constructed new housing to accommodate all the workers. Other than that, sundry shop and canteen has been established in the estate for the workers. Total 38 of new safe meat storage has been purchase for all workers. The Management have drawn up 6 years Continuous Improvement Plan from year 2021 - 2026.</p>	
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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>RSPO metric template version 2.1 is used for the reporting of Jendarata Business Unit’s metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from June 2022 – May 2023 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied
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>Jenderata Palm Oil Mill has established the Standard Operating Procedure (SOP) for all mill operation, specifically for each station. Sample of mill SOP sighted is as the following:</p> <ol style="list-style-type: none"> 1. Sterilizer Station, Doc No: SOP JED 005, dated 02/01/2023, 2. Kernel Plant Station, Doc No: SOP JED 009, dated 02/01/2023 3. Steam Turbine Station, Doc No: SOP JED 011, dated 02/01/2023 4. Workshop, Doc No: SOP JED 002, dated 02/01/2023 <p>Jenderata Estate has established the Safe Operating Procedure (SOP) for all estate operation, specifically for each work. Sample of estate SOP sighted is as the following:</p> <ol style="list-style-type: none"> 1. POME Application, dated 01/01/2023, 2. Pruning, dated 01/01/2023, 	Complied

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		<ol style="list-style-type: none"> 3. Railway Maintenance, dated 01/01/2023, 4. Replanting Works, dated 01/01/2023 5. Spraying P&D, dated 01/01/2023 6. Spraying Weedicide, dated 01/01/2023 <p>Seri Pelangi Estate has established the Safe Operating Procedure (SOP) for all estate operation, specifically for each work. Sample of estate SOP sighted is as the following:</p> <ol style="list-style-type: none"> 1. Harvesting Palm Oil, dated 01/01/2023, 2. Rubbish Collection, dated 01/01/2023, 3. Transporting workers, dated 01/01/2023, 4. Ablation, dated 01/01/2023 5. Watergate Monitoring, dated 01/01/2023 6. Replanting works, dated 01/01/2023 	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>Jendarata Palm Oil Mill has conducted the Internal Audit to check the implementation of SOP. The mill has conducted the Internal Audit on 10/03/2023. Sighted the Internal Audit Report together with the non-conformities correction and corrective action. The internal audit was conducted by the Sustainability and Safety team.</p> <p>Jendarata Estate has conducted the Internal Audit on 09/03/2023. The internal audit was conducted by the Safety And Sustainability Department. The Internal Audit process is the mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement.</p> <p>Seri Pelangi Estate has conducted the Internal Audit on 23/03/2023. The internal audit was conducted by the Safety And Sustainability Department. The Internal Audit process is the</p>	Complied

		<p>mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement.</p> <p>Tanarata Estate has conducted the Internal Audit on 17/03/2023. The internal audit was conducted by the Safety And Sustainability Department. The Internal Audit process is the mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Jendarata Palm Oil Mill monitored the implementation of SOP through monthly Occupational Safety And Health Checklist. This is to monitor the implementation of PPE, first aid box, safe operating procedure, LOTO, building structure, safety signages, etc.</p> <p>Mill's operators recorded the daily process parameter from each station. The reading of pressure, temperature and process cages are well maintained by the mill. Sighted the sample of the process data dated 08/07/2023 from press station, sterilizer station, kernel plant, boiler station and oil room station.</p> <p>Jendarata Estate, Seri Pelangi Estate and Tanarata Estate monitor the compliance from the SOP through the Internal Audit, sighted the records of internal audit report, with the correction and corrective action taken. The management has conducted the monthly occupation safety and health checking, sample for the month of June was taken dated 20/06/2023 at Jendarata Estate, 30/06/2023 at Seri Pelangi Estate, and 27/06/2023 at Tanarata Estate.</p>	Complied

Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.

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<p>3.4.1</p>	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have conducted the aspects and impacts analysis for all estate operations and documented in the Environmental Risk Assessment for the existing routine operation in the estate covering the operations such as replanting, weeding, pruning, circle sanitation, EFB mulching, water management, road, paths and railways, boundary, P&D management, manuring, harvesting, mill drain connecting to Estate, Composting pit and line site water discharge. The analysis was reviewed on annually basis. Latest reviewed was conducted on 18/5/2023.</p> <p>For POM, the aspects and impacts analysis for all mill was documented in the Environmental Risk Assessment for the existing routine operation in the mill covering sterilizer, weighbridge/ FFB reception, crane/ stripping station, kernel station, boiler house, engine room/ powerhouse, effluent treatment plan, waste management, laboratory, raw water treatment plan, workshop/ maintenance/ safety, biogas plant and construction of housing and other related facilities. The latest review was done during Environmental Performance Monitoring Committee (EPMC) meeting on 20/6/023. No changes on the environmental aspect and impact register.</p> <p><u>Social</u></p> <p>United Plantations Berhad maintained the current Social Impact Assessment for Tanarata Estate conduct by third party consultant, Sabarinah and Associates Sdn Bhd on 27-29/10/2021. The report then been issued to United Plantations Berhad in February 2022 has identified for replanting, rehabilitation and upgrading of infrastructures. Based on the information gathered includes employment opportunities, minimum wages, cultural conditions, and management relationships with suppliers and contractors,</p>	<p>Complied</p>
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		<p>neighboring company and local communities.</p> <p>SIA was undertaken through a participatory methodology involving the affected stakeholders. Within vicinity of the estates, external stakeholders were identified to demonstrate multi-stakeholder’s engagement process.</p> <p>For internal stakeholder inputs process, a survey and study were carried out on as follow.</p> <ol style="list-style-type: none"> 1. Jenderata POM on 20/06/2023 involving 10 respondents for the employees. 2. Jenderata Estate on 30/05/2023 involving 90 respondents for the employees. 3. Seri Pelangi Estate on 25/05/2023 involving 6 respondents for the employees. 4. Tanarata Estate on 23/06/2023 involving 19 respondents for the employees. <p>External stakeholder session was carried out on 14/05/2023 for six (6) respondents from neighboring villages and estate.</p> <p>For example, issues discussed for Tanarata Estate, Seri Pelangi Estate, Jenderata Estate and Jenderata POM (18/05/2023) during external stakeholders meeting.</p> <ol style="list-style-type: none"> 1. Issue discusses (The officers from KWSP and KKM for Telok Intan suggested for United Plantations to invite their respective departments to conduct awareness roadshows in United Plantations.) 2. Issue discussed (The officer from Health District Officer for Bagang Datuk suggested for UP to invite them on conduct a briefing session for the estates workers on the disease which could spread among the estate residents. He added, Health Office is always concern on the health of the community and 	
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		<p>ready to conduct the briefing session upon the request from the management.)</p> <p>All inputs and feedback received were used for the establishment of SIA management plan. The latest SIA review was done on 14/05/2023. Evaluation criteria will be based on risk matrix established and categorized by hierarchy (Critical > High > Medium > Low > Negligible).</p>																									
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The operating units have established the Environmental Management Plan based on the Environmental Risk Assessment conducted. The management plan was reviewed on annually basis during Environmental Risk Assessment Review. Environmental Improvement Plan 2023 dated Jan 2023 respectively for the 3 estates having details of mitigation of the negative impacts. They are summarized and among others as shown below;</p> <table border="1" data-bbox="1153 837 1926 1324"> <thead> <tr> <th>Activities</th> <th>Impact</th> <th>Management Plan</th> </tr> </thead> <tbody> <tr> <td>Grass cutting</td> <td>Smoke emission</td> <td>PPE / Maintenance</td> </tr> <tr> <td>Grass cutting</td> <td>Noise</td> <td>PPE adherence</td> </tr> <tr> <td>Rubbish disposal</td> <td>Release of gas</td> <td>Landfill external disposal</td> </tr> <tr> <td>Herbicide spraying</td> <td>Chemical spillage</td> <td>No container leakage / PPE</td> </tr> <tr> <td>Vehicle movement</td> <td>Exhaust gas / dust</td> <td>Schedule maintenance</td> </tr> <tr> <td>Replanting felling</td> <td>Soil erosion</td> <td>Guidance as SOP</td> </tr> <tr> <td>Manuring</td> <td>Contamination</td> <td>Guidance as SOP</td> </tr> </tbody> </table>	Activities	Impact	Management Plan	Grass cutting	Smoke emission	PPE / Maintenance	Grass cutting	Noise	PPE adherence	Rubbish disposal	Release of gas	Landfill external disposal	Herbicide spraying	Chemical spillage	No container leakage / PPE	Vehicle movement	Exhaust gas / dust	Schedule maintenance	Replanting felling	Soil erosion	Guidance as SOP	Manuring	Contamination	Guidance as SOP	<p>Complied</p>
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EFB mulching	Contamination	EFB Mulching Soil compaction caused by tractor Use of low ground pressure tires or twin wheels.								
<p>A program to promote the positive impact has been included in the continual improvement plan. Status, Budget and person in charge were included in the plan for monitoring the progress. Improvement planned for both short and long terms 2023 - 2026 are detailed along with the identified issues.</p> <p>Among others as described below;</p> <ul style="list-style-type: none"> a) Reduction in use of pesticide in immature oil palm (herbicides) b) Reduction in use of pesticide in immature oil palm (insecticides) c) Reduction in use of pesticide in immature oil palm (fungicides) d) Reduction in use of pesticide in mature oil palm (herbicides) e) Reduction in use of pesticide in mature oil palm (insecticides) f) Reduction in use of pesticide in mature oil palm (fungicides). <p>Integrated Pest Management – Beneficial Plants/ Barn Owls Boxes</p> <p>For Jenderata POM, latest Environmental Improvement Plan (EIP) for FY2023 as per below table:</p>										
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Activities	Impact	Management Plan								

		Water management Protection of catchment and outlet quality	Monthly water analysis		
		Air Emission To reduce emission pollution	CEMS - Daily monitoring		
		To promote HCV awareness	Briefing - Educate employees on ruling and protection		
		Pollution prevention To comply with DOE Jadual Pematuhan	To maintain oil trap to prevent spillage and proper spill kit		
		To ensure no open burning	To display signage Scheduled housing inspection		
		Leachate into estate trench	Drainage system being monitored and ensure proper application of EFB - pumping into effluent pond		
		<p><u>Social</u> SIA management plan dated 18/05/2023 was made available for verification. Social aspects identified as such:</p> <ol style="list-style-type: none"> 1. Access and use right 2. Economics livelihood and working conditions 3. Subsistence activities/amenities 4. Human rights 5. Cultural and religious values 			

		<ul style="list-style-type: none"> 6. Medical and health facilities 7. Education facilities 8. Operational activities (estates and mill) 	
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>Details of management and monitoring plan review and updated on annual basis with participation of internal and external stakeholders. Environmental Performance Monitoring Committee EPMC and stakeholder meeting were utilized to capture all inputs highlighted by the stakeholders.</p> <p><u>Social</u></p> <ul style="list-style-type: none"> 1. Accommodation in compliance with Minimum Housing & Amenities Act. Action – Upgrading of old housing complex in phases and building new houses in line with <i>Taman</i> concept to ease congestion. Guest workers single story terrace houses. Status: Continuously monitoring of occupancies of housing by conduct with census. Latest census conduct on 31/12/2022 based on annually basis. 2. Withholding of Permit and passport. Action – Copy of passport with work permit have been given to all guest workers. Safe keeping of passport in individual lockers. Status: Ongoing, Onsite visit, observed stainless steel lockers install inside a dedicated room located near to security gate. The room has no security camera and freely access by workers. 3. High recruitment cost 	<p>Complied</p>

		<p>Action: Conduct verification on guest workers to monitor the recruitment cost paid by guest workers in source country.</p> <p>Status: On going, revise Guest Workers Policy with signed by Chief Executive Director updated 31/12/2021. The policy revise to emphasize on company Commitment to Ethical Recruitment Fees. They are committed to paying the recruitment fees in the source countries and in Malaysia as per the enclosed table in Appendix 1. Review on the Appendix 1, recruitment fees paid by company includes as follow.</p> <ul style="list-style-type: none"> i) Fees in source countries (All fees and cost are to be updated in tandem with government rulings or a minimum of twice a year) ii) Fees in Malaysia upon arrival iii) Fees upon completion of contract <p>4. Replanting with loss of employment for harvesting, loading, FFB transport</p> <p>Action: Annual replant at 5% to 7%. Displaced harvesters, loaders are deployed to other fields/newly matured fields.</p> <p>Status: On going. Review on replanting program, the established 5 years program from 2023 until 2025. Review on the sample of actual replanting program at Jendarata Estate for specific in year 2023, 461.94 ha been programmed at field 58, 145A, 145B, 90A, 125, 128, 131 and 132. United Plantations Berhad management will monitor movement for total workers assigned to harvesting/frond stackers/loading/loose fruit collectors and general workers with latest update on 01/07/2023.</p>	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			

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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>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination covered both local and foreign (guest) workers in mill and both estates within Jendarata Business Unit as per sighted as following:</p> <ol style="list-style-type: none"> 1. Standard Operating Procedures – Recruitment of Executives and Non-Executive Staff; Rev. # 1; Date: 31/3/2020 2. Standard Operating Procedures – Recruitment of Local Workers; Rev. # 1; Date: 31/3/2020 3. Revise Standard Operating Procedures – Recruitment of Guest Workers; Rev. # 9; Date: 24/05/2023. 	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>New recruitment process of foreign workers verified. Sample of new recruited workers: Employee ID: 20601, joined date 06/02/2023. Evaluation of individual dossier checklist:</p> <ol style="list-style-type: none"> 1. Interviewee Background 2. Call centre formula with dated 19/09/2022 3. Employment contract dated on 24/09/2022 4. Employment evaluation dated on 26/09/2022 5. Declaration of cost (travel/cost/lodging/medical etc) 6. No payment/bribe/gift/commission during recruitment process 7. Understand the job scope in the contract of employment 8. Approval to record video and medical check-up dated on 24/09/2022 9. Statement of employment letter 10. Approval letter to given passport for renewal only dated on 24/09/2022 	Complied

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		<p>11. Workers Claim for reimbursement which is receipt not applicable</p> <p>12. Recruitment agency is receipt not applicable</p> <p>13. Medical report</p> <p>14. Verification audit.</p> <p><u>Jenderata POM</u></p> <p>Document review sighted the United Plantations Berhad issues agreement with recruitment agent, PT Hamparan Karya Insani dated 20/04/2022. Preparation to repatriate of 300 Indonesia Workers based on quota. Important information base on guest workers as follow.</p> <ol style="list-style-type: none"> 1. Contract for two (2) years for Indonesian Workers 2. Operation activities at field. 3. Placement of workers based on management arrangement 4. Wages are based on MAPA/NUPW agreement. 5. Recruitment payment will bare by United Plantations Berhad. <p>Sample of payment to recruitment agent, PT Hamparan Karya Insani with invoice issued no.: 145/HKI-P3MI/MDM/III/2023 dated 31/03/2023. (TKI arrived at Friday, 31/03/2023 for three (3) new workers)</p> <p>The cost paid back to PT Hamparan Karya Insani as follow.</p> <ol style="list-style-type: none"> 1. Processing documentation 2. FWCMS (System for registration workers) 3. Endorsement visa 4. Insurance 5. Medical Online/SML (Medical check for workers registration) 	
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		<ul style="list-style-type: none"> 6. International passport 7. Internal travel, food lodging 8. Worker’s documentation 9. Accredited recruiting agent fee 10. Recommendation agent fee (Indirect supply – staff or workers recommendation) 11. Fix agency fee (Direct supply) 12. Flight ticket paid by United Plantations Berhad 	
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><u>Jendarata Palm Oil Mill.</u></p> <p>The management has established the HIRARC for the all the mill operation. Sample taken is as the following:</p> <ul style="list-style-type: none"> 1. Sterilizer Station, Doc No: HRC JED 005, dated 02/01/2023 2. Kernel Plant Station, Doc No: HRC JED 009, dated 02/01/2023 3. Steam Turbine Station, Doc No: HRC JED 011 dated 02/01/2023 4. Workshop, Doc No: HRC JED 002 dated 02/01/2023 <p>The management has conducted the Chemical Hazard Risk Assessment dated 31/10/2018, Ref No: HQ/15/ASS/00/3-2018/081. The management has conducted the medical surveillance dated 08/05/2023, for nine workers, with five workers tested for hexane, two workers tested for manganese, and two for benzene. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 17&19/04/2023. Refer the report with Ref No: Hq/22/PEB/00/00070-2023/014). Report</p>	Complied

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		<p>was received by the mill on 16/05/2023 and briefing was conducted to workers dated 26/06/2023. Audiometric was conducted on 18/05/2023 for 95 workers found that all are having normal audiometric result.</p> <p><u>Jendarata Estate</u></p> <p>The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> 1. EFB Evacuation, Doc No: UPHE-006, dated 01/01/2023 2. FFB Evacuation, Doc No: UPHE-009, dated 01/01/2023 3. Mixing of Chemical, Doc No: UPHE-010, dated 01/01/2023 4. Harvesting (Mechanical), Doc No: HRC JED 015 dated 01/01/2023 <p>The management has conducted the Chemical Hazard Risk Assessment dated 20/10/2019, Ref No: HQ/14/ASS/00/345-2019/099 and Additional Chemical Hazard Risk Assessment dated 04/03/2021 with Ref No: HQ/13/ASS/00/316-2021/002 . The management has conducted the medical surveillance dated 08/05/2023, for 33 workers, with 25 workers tested for organophosphate, 4 workers tested for benzene, and 4 for aluminium. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 14/07/2021 with report Ref No: UBJE2020-19-8, by Harrison Prabu Gunasakaran (DOSH Reg No: HQ/17/PEB/00/00011). The Management has conducted the audiometric test dated 21/05/2023 for 65 workers, all workers found to have normal audiometric results.</p>	
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		<p><u>Seri Pelangi Estate</u></p> <p>The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> 1. FFB harvesting, Doc No: UPHE-015, dated 01/01/2023 2. Ablation, Doc No: UPHE-001, dated 01/01/2023 3. Replanting, Doc No: UPHE-033, dated 01/01/2023 4. Trunk Injection, Doc No: HRC JED 024 dated 01/01/2023 <p>The management has conducted the Chemical Hazard Risk Assessment dated 20/10/2019, Ref No: HQ/13/ASS/00/316-2021/037. The management has conducted the medical surveillance dated 08/05/2023, for 17 workers, with 13 workers tested for organophosphate, 3 workers tested for benzene, and 1 for manganese. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 14/07/2021 with report Ref No: EE/0720/1286, by Dr ChM Nagendran A/L Pariah (DOSH Reg No: HQ/07/PEB/00/074). The Management has conducted the audiometric test dated 02/12/2022 for 20 workers, all workers found to have normal audiometric results.</p> <p><u>Tanarata Estate</u></p> <p>The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> 1. Cambering, Doc No: UPHE-033, dated 01/01/2023 2. EFB Mulching, Doc No: UPHE-007, dated 01/01/2023
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		<ol style="list-style-type: none"> 3. FFB Evacuation, Doc No: UPHE-006, dated 01/01/2023 4. Ganoderma Census, Doc No: HRC JED 011 dated 01/01/2023 <p>The management has conducted the Chemical Hazard Risk Assessment (CHRA) dated 16/03/2021, Ref No: HQ/13/ASS/00/316-2021/006 and additional CHRA Ref No: HQ/13/ASS/00/316-2023/079 . The management has conducted the medical surveillance dated 10/03/2023, for 34 workers, All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 15/03/2022 with report Ref No: HQ/18/PEB/00/00028-2022/017), by Baramurali A/L Raman (DOSH Reg No: HQ/18/PEB/00/028). The Management has conducted the audiometric test dated 02/12/2022 for 64 workers, all workers found to have normal audiometric results.</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>Jendarata Palm Oil Mill has established the Occupational Safety And Health planner for the year 2023. The plan was endorsed by the Senior Resident Engineer dated 02/01/2023. There are 24 plans for the year 2023, sample taken is as the following:</p> <ol style="list-style-type: none"> 1. OSH Workplace Inspection 2. OSH Committee Meeting 3. Review of HIRARC and SOP 4. First Aid Trainings 5. ERT refresher training 6. PPE Training 7. Fire Drill training 	Complied

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		<p>Jendarata Estate, Seri Pelangi Estate and Tanarata Estate has established the Occupational Safety And Health planner for the year 2023. The plan dated 01/01/2023. There are 65 plans for the year 2023, sample taken is as the following:</p> <ol style="list-style-type: none"> 1. Safety meeting 2. Audiometric test 3. Medical Surveillance 4. SOP training 5. Palm trunk injection training 	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Jendarata Palm Oil Mill has established the Training Need Analysis dated 02/01/2023. There are 28 training need listed with 12 stations is marked in the TNA. Sample of training need is as of the following:</p> <ol style="list-style-type: none"> 1. Lock Out Tag Out (LOTO) 2. HIRARC 3. PPE Training 4. First Aid Training. <p>The gender specific training was sighted in the Gender Committee Meeting. Sample taken dated 18/04/2023, the committee has briefed the workers on the new Employment Act amendment related to female workers such as the maternity leave. There are also briefing on sexual harassment in workplace conducted during the meeting.</p> <p>Jendarata Estate, Seri Pelangi Estate and Tanarata Estate has established the Training Need Analysis dated 01/01/2023. There are 75 training need listed with 26 groups of workers is marked in the TNA. Sample of training need is as of the following:</p>	Complied

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		<ol style="list-style-type: none"> 1. Emergency Response 2. PPE training 3. Chain Saw training 4. Palm census training 5. FFB Evacuation training 	
3.7.2	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Jendarata Palm Oil Mill has kept the record of each training. Sighted the sample training report as the following:</p> <ol style="list-style-type: none"> 1. Safe usage of PPE training dated 30/03/2023 2. Basic understanding of SDS training dated 21/03/2023 3. Fire Drill dated 15/03/2023 4. First Aid Training dated 07/04/2023 5. HIRARC refresher training dated 01/04/2023. <p>Jendarata Estate has kept the record of each training. Sighted the sample training report as the following:</p> <ol style="list-style-type: none"> 1. SOP and HIRARC for harvester dated 15/01/2023 2. PPE Training dated 06/02/2023 3. Fire Drill and emergency assembly point dated 12/04/2023 4. First Aid Training dated 07/04/2023 5. Policy training dated 06/02/2023. <p>Seri Pelangi Estate has kept the record of each training. Sighted the sample of training conducted</p> <ol style="list-style-type: none"> 1. Policy, Code Of Conduct, Human Right, gender Policy, Guest Workers, Whistleblower, MSPO & SCR dated 21/06/2023 2. Diesel, petrol pump Attendance Training dated 25/05/2023 	Complied

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		<ol style="list-style-type: none"> 3. Training on replanting dated 24/05/2023 4. Manuring training dated 17/05/2023. <p>Tanarata Estate has kept the record of each training. Sighted the sample of training conducted</p> <ol style="list-style-type: none"> 1. IPM and HCV Training dated 03/07/2023 2. PPE and Chemical Mixing for sprayer dated 07/06/2023 3. Company policies & PPE training dated 30/05/2023 4. Safety and harvesting & Buffalo Loading dated 20/03/2023 	
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>Supply Chain Training was conducted on 24/05/23 and attended by (JED, TRE< Registered Office, Unitata W/B, Seri Pelangi Estate RSPO SCCS person in charge.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Jendarata Palm Oil Mill is deemed to be Identity Preserved (IP) where the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C) namely (Jendarata Estate, Seri Pelangi Estate and Tanarata Estate).</p>	Complied
3.8.2	<p>Mass Balance Module</p>	<p>Not applicable. Jendarata Business Unit is under IP module</p>	Not Applicable

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	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.		
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Shipping Department, Unitata Refinery. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: <ul style="list-style-type: none"> - Member ID: RSPO_PO1000000238 - Member category: Oil Mill - RSPO Membership No.: 1-0004-04-000-00 - License validity: 29/9/2022 – 28/9/2023 	Complied
3.8.5	Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.	a) Complete and up to date procedures established as Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision no. 10; Date: 1/10/2022 and Standard Operating Procedures – Traceability; Revision no. 01; Date: 15/2/2019. b) Complete and up to date records and reports available including the daily FFB received weighbridge tickets, daily production reports and Mill Supply Chain Accounting System spreadsheet etc.	Complied

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	<ul style="list-style-type: none"> 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>Training records has been maintained and recorded in the training attendance list title RSPO supply chain training conducted on 24/5/2023 with attendance from all operating units person in charge.</p> <p>c) Nominated person having overall responsibility and authority over the SCCS implementation is the Director of Engineering, Mr. P. Rajasegaran as per appointment letter dated 13/2/2019. Other personnel involved in the implementation of SCCS including the mill engineer, process supervisor, weighbridge clerk and lab assistant.</p> <p>d) Procedures for receiving and processing certified and non-certified FFBs documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Revision no. 10; Date: 1/10/2022 and Standard Operating Procedures – Traceability; Revision no. 01; Date: 15/2/2019.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. 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>Procedure to conduct internal audit documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision # 08; Date: 12/12/2019. The procedure conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents and implemented accordingly with the latest internal audit was conducted on 10/03/2023.</p> <p>No non-conformities found during the latest internal audit for RSPO SCCS. Internal audit reports and relevant records maintained for review by management with latest management review meeting conducted on 25/05/2023.</p>	Complied
3.8.7	Purchasing and Goods In	Procedures for receiving and processing certified and non-certified	Complied

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<ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>FFBs documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision no. 10; Date: 1/10/2022 and Standard Operating Procedures – Traceability; Revision no. 01; Date: 15/2/2019. Mechanism is in place for handling non-conforming FFB and/or documents and addressed in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision no. 10; Date: 1/10/2022, clause 13 - Procedures for handling of non-conforming palm oil products and/or documents. Since the mill certified as IP, no non-certified FFB received and processed.</p> <p><u>Jendarata Estate</u> DO no. 89365, weigh chit no.: 6223 Date of delivery: 29/4/2023, field 100 Vehicle information: AB2/WA1555K (by cages) Total weight: 6.7 mt</p> <p><u>Tanarata Estate</u> DO no. 03466, weigh chit no.: 6506 Date of delivery: 27/4/23, field 006 Vehicle information: ALE4595 (by lorry/truck) Total weight: 15.24 mt</p> <p><u>Seri Pelangi Estate</u> DO no. 0072812, weigh chit no.: 6219 Date of delivery: 29/4/2023 Vehicle information: PQD1491 (by lorry/truck)</p>	
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		<p>Total weight: 16.56 mt</p> <p>Diversion the certified estate's <u>Lima Belas Estate</u> DO no. 34321, weigh chit no.: 4851 Date of delivery: 13/2/2023 Vehicle information: BQA3337 (by lorry/truck) Total weight: 13.96 mt Certificate no.: GGC-UPBO-RSPO-AA1-2019</p>	
<p>3.8.8</p>	<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 palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; 	<p>Jendarata POM has ensured the required information/shipping document is available in document form.</p> <p>Based on sampled contract for CPO, [i.e. CPO(S/IP) 212/2021], the following information was available:</p> <ul style="list-style-type: none"> The name and address of the buyer: XXX The name and address of the seller i.e. Jendarata POM The loading or shipment/delivery date: 24/11/22, doc named Details of CPO despatch to Unitata, Delivery month November 2022 The date on which the documents were issued: 6/7/2021 A description of the product, including the applicable supply chain model, i.e. "certified sustainable CPO-IP" The quantity of the products delivered: 127.1 mt Related transport documentation, e.g. Despatch note: Details of CPO despatch to Unitata 	<p>Complied</p>

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	<p>h) Any related transport documentation; i) A unique identification number.</p>	<ul style="list-style-type: none"> • Supply chain certificate number of the seller e.g. in weighbridge ticket i.e. RSPO 693200 • A unique identification numbers - available in a few forms e.g. DN no., seal no., etc. (palm trace ID: TR-2f4654e2-ce7d) <p>Based on sampled contract for PK, [i.e. PK(S/IP) 3/2023], the following information was available:</p> <ul style="list-style-type: none"> • The name and address of the buyer: XXX • The name and address of the seller i.e. Jendarata Estate • The loading or shipment/delivery date: Delivery month March 2023 • The date on which the documents were issued: 6/3/23 • A description of the product, including the applicable supply chain model, i.e. "Certified Sustainable PK-IP" • The quantity of the products delivered: 54.44 mt • Related transport documentation, e.g. Despatch note: 12052 • Supply chain certificate number of the seller e.g. in weighbridge ticket i.e. RSPO 693200 • A unique identification numbers - available in a few forms e.g. DN no., seal no., etc. (palm trace ID: TR-1afb104d-9667) 	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p>	<p>Jendarata POM has not outsourced its milling activities for processing of CPO and PK. The only outsourced activity is transportation of PK to kernel crushing plant. As to ensure the independent third party complies with relevant requirements of this RSPO Supply Chain Certification, agreement between Uji Sakti Sdn Bhd and United Plantations Berhad, contract validity period from 1/01/2023 to 31/12/2023. Under contract terms and</p>	<p>Complied</p>

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	<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>conditions has stipulated all pertinent requirements for RSPO SCCS.</p> <ul style="list-style-type: none"> a) United Plantations Berhad has legal ownership of all input material to be included in outsourced processes in this case for transportation of PK. b) Requirement under 3.8.9 b) is stipulated under clause 18 of the said agreement. c) Documented control system with explicit procedures for the outsourced process has been communicated during contract signing, 9/1/23. The contractor has acknowledged and recorded in the undertaking checklist and verified during site audit. d) The requirement under clause 3.8.9 d) has been stipulated under clause 18 of the said agreement. 1 	
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.	Jendarata POM record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	No new contractor appointed by United Plantations Berhad.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. 	<p>The retention period for traceability records are minimum 3 years as per the Standard Operating Procedure for RSPO Supply Chain Module D – CPO Mills: Identity Preserved.</p> <p>Complete and up to date records and reports available including the daily FFB received weighbridge tickets, daily production reports and Mill Supply Chain Accounting System spreadsheet etc. Records of training indicated that latest SCCS training was conducted on 24/5/2023 that involved operation supervisors of weighbridge, process and lab and other operating unit's person in charge for</p>	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>RSPO SCCS.</p> <p>The Sustainability team will record and balance all the receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis in the Mass Balance Sheet.</p>	
<p>3.8.13</p>	<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>Conversion factor of CPO and PK production was based on the actual performance of OER and KER.</p>	<p>Complied</p>
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>OER and KER was derived daily and aggregated monthly for reporting internally and externally to MPOB.</p>	<p>Complied</p>
<p>3.8.15</p>	<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>	<p>Standard Operating Procedure for RSPO Supply Chain Module D – CPO Mills: Identity Preserved has explained the processing of RSPO material to prohibit non-certified products processed. The mill is 100% received certified FFB from own certified supplying estates and produced 100% certified products. There are no non-certified materials will be received and processed as verified through the</p>	<p>Complied</p>

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		Daily FFB Reconciliation Record and Records of FFB Received (Division).	
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>	Shipping Announcement in the RSPO IT platform carried out by Jendarata POM when RSPO certified products are sold as certified to Unitata. Sample of transactions for CPO and PK as reported under indicator 3.8.8.	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>	United Plantations Berhad has obtained RSPO Trademark License with licence no. 1-0004-04-100-00, license start date: 5/5/2024, expiration date: 4/5/2024. List of Supply Chain certificates that allowed to use the trademark logo are Jendarata POM, UIE POM, Ulu Bernam Optimill POM and Ulu Basir POM. United Planation Berhad only use the RSPO Trademark logo for general corporate communication.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	United Plantations Berhad has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website: http://www.unitedplantations.com/ .	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p> <p>c. State that the member supports the work of the RSPO</p>	United Plantations Berhad (UPB) has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website: http://www.unitedplantations.com/ .	Complied

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	<p>d. State the member’s history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO. Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text ‘Check our progress at www.rspo.org’ where the link must lead to the member’s profile page.</p>	<p>Additionally, in the website UPB displayed the RSPO trademark in digital format and link lead to the member’s profile page; https://unitedplantations.com/certifications/#RSPO</p>	
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	<p>United Plantations Berhad does not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Complied
4.4	<p>Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.</p>	<p>United Plantations Berhad ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.</p>	Complied
4.5	<p>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.</p>	<p>No RSPO corporate logo used by UPB.</p>	Complied
Business to business communications			
5.1	<p>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.</p>	<p>Business to business communication is demonstrated via shipping documentation and sales contract to the next supply chain actor or buyer. Commodity of product despatch as “certified sustainable CPO-IP/PK-IP” together with certificate no. RSPO 693200.</p>	Complied
5.2	<p>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.</p>	<p>Jendarata POM does not sell its CSPO to external buyer but pumped to company’s own refinery Unitata. Further process including sales confirmation were done by Unitata.</p>	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p>	<p>Not applicable as Jendarata POM is neither distributors nor wholesalers.</p>	Not Applicable

	<p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
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.	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	Complied
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	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.	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	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 	Jendarata POM is not using or claim RSPO Label and Trademark for its RSPO IP certified CPO.	Complied

	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.		
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. 	Jendarata POM is not using or claim RSPO Label and Trademark for its RSPO IP certified CPO.	Complied
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.			
4.1.1	(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	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020. The policy established has include company commitment to the protection and advancement of human rights	Complied

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	unit of certification and contracted services, including contracted security forces. - Critical (Major) compliance -	including prohibiting retaliation, intimidation, and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020. United Plantations Berhad practices ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. Onsite interviewed with the workers (guest workers and local worker's representatives) informed they has no experience to be treated with no harassment and violence by the management.	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	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020 where they committed to the protection and advancement of human rights including prohibiting retaliation, intimidation and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	United Plantations Berhad maintained the current Grievance Redressal Procedure Internal Stakeholder and External Stakeholder to clear up the misunderstandings/ conflicts/ grievances or raising any issues. The procedure is adopted in Jenderata Business Unit with effective, timely and appropriate manner. The issues is open and transparent to any affected parties. United Plantations Berhad assigned Company Secretary to handle all the enquiries and grievances. Based on the procedure, United Plantations Berhad has include time frame to handle the grievances	Complied

		<p>with not more than 30 days from the date of receipt for external issue and 7 working days for internal issues. The procedure was developed in various languages such as Bahasa Malaysia, English and Tamil and has distributed to the workers and external stakeholders in Stakeholders' Booklet.</p>	
<p>4.2.3</p>	<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>All estates have implemented stakeholder logbook (request and response, consultation & communication, complaint & grievance) for workers' Quarters Repair & Maintenance Record and Registry Record of Requests to record and monitor any request and grievance reported by internal and external stakeholders. No compliant and grievance recorded in the said log book for the last review period. Example of request resolution process sampled as per the following:</p> <p><u>Jendarata Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1. External request to use estate building for private schooling to be registered under Ministry of Education on 18/04/2023. Approval by management on 25/04/2023. 2. Request housing repair at No.15 – sink repair on (12/06/2023), replace on 21/06/2023. 3. Request housing repair at No.151 - septic tank maintenance on 10/06/2023, completed on 18/06/2023. 4. Request repair at No.7 – front tap broken on 26/05/2023, replace on 26/05/2023. <p><u>Jenderata Estate</u></p> <ol style="list-style-type: none"> 1. Request repair at workers housing – replace the window glass on 08/05/2023, replacement completed on 10/05/2023 	<p>Complied</p>

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		<p>2. Request repair at workers housing – repair roof, door at back and window glass on 03/05/2023. The replacement completed on 05/05/2023.</p> <p><u>Seri Pelangi Estate</u></p> <p>1. Request repair at workers house no.: A1 – replace kitchen sink on 30/05/2023, replacement completed on 01/06/2023</p> <p>2. Request repair at workers house no.: AA7 – water leaking on 29/05/2023. The replacement completed on 01/06/2023.</p> <p>3. Request repair at workers house no.: E5 – lighting and toilet bowl repair on 25/05/2023. The replacement completed on 25/05/2023.</p> <p><u>Tanarata Estate</u></p> <p>1. Request repair at workers house – to replace road lamp on 26/04/2023, replacement completed on 03/05/2023.</p> <p>2. Request repair at workers house – to replace bathroom lamp on 28/06/2023. The replacement completed on 30/06/2023.</p> <p>3. Records of completion and resolution of complaints outcome recorded in the stakeholder booklet and communicated to relevant stakeholders.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>United Plantations Berhad maintained the current Grievance Redressal Procedure for Internal and External Stakeholder which has established to provide a mechanism for the complainant to access to independent legal and technical advice if the complaint is unresolved mutually.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

<p>4.3.1</p>	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>United Plantations Berhad Management have made contribution to the internal and external stakeholders. As seen in Annual Report 2022 book, for the whole group, United Plantations Berhad has the actual amount as below:</p> <ol style="list-style-type: none"> 1. Hospital & medicine for employees, dependents and nearby communities fund with MYR3,004,886.00 2. Retirement benevolent fund MYR91,963.00 3. Education, welfare, scholarships & others fund with MYR344,857.00 4. Bus subsidy for school children fund with MYR228,372. 5. External donations MYR135,620 6. New infrastructure for road, TNB and water supply for domestic use fund with MYR129,800 7. Employee housing fund with MYR8,460,864.00 8. New infrastructure project building, community hall and place of worship fund with MYR1,881,688.00 9. Provision of social amenities fund with RM 6,109,270 <p>For individual operating units, donation to the nearby local communities made as follow.</p> <ol style="list-style-type: none"> 1. Jenderata Estate contribute to School with MYR 385.50 and kindergarten (repair and book exercise) with MYR 1,053.24 2. Seri Pelangi Estate contribute to religious festive with MYR5,400.00 and disabilities worker’s children allowance with MYR150.00(monthly fund) 3. Tanarata Estate contribute to religious festive with MYR5,350.00 	<p>Complied</p>
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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.		
<p>4.4.1</p> <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>For Jendarata Estate and Jendarata POM, total 74 land title has no changes with current area remain 6,379.72Ha. From the current area, 41.42ha has been released for WCE Highway and adjustment of 3.04Ha after resurveying. Current total land area for Jendarata Estate 6,335.64Ha.</p> <p>List of land title established which include details such as lot number hectarage and previous landowner. Detail of sample taken as per below.</p> <ol style="list-style-type: none"> 1. Land title no.: 9258, Lot No.: 4325 with area of 767.69ha 2. Land title no.: 19133, Lot No.: 8368(PT8022) with area of 997.02. 3. Land title no.: 262349, Lot No.: 5595(13458) with area of 537.16. 4. Land title no.: 8897(58288), Lot No.: 871 with area of 483.60. 5. Land title no.: 99531, Lot No.: 12065 (5135) with area of 416.60. <p>Seri Pelangi Estate maintained the current total of five (5) land title has no changes with current area remain 1,421.72Ha.</p> <p>List of land title established which include details such as lot number hectarage and previous landowner. Detail of sample taken as per below</p> <ol style="list-style-type: none"> 1. Land title no.: 361064, Lot No.: 7272 with area of 508.60ha. 2. Land title no.: 361063, Lot No.: 7274 with area of 506.90ha. 3. Land title no.: 1201, Lot No.: 419 with area of 1.796ha. 4. Land title no.: 1202, Lot No.: 585 with area of 1.027ha 5. Land title no.: 361065, Lot No.: 6099 with area of 	<p>Complied</p>

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		<p>416.60ha.</p> <p>Land title for Tanarata Estate is own by United Plantations Berhad has been summarized with total of seven (7) land titles which previously owned by Pinehill Plantation Sdn Bhd, Syarikat Kaum Melayu and Tahir Rozlan & Tasariff. The land than been re-survey by Perak Land District Register on 11/03/2022. With the re-survey the status of land leased is valid for 99 years from 11/03/2022 until 10/03/2121. Details of land title as per follow.</p> <ol style="list-style-type: none"> 1. Land title no.: 147409, Lot No.: PT 24977 with area of 956.74ha 2. Land title no.: 147413, Lot No.: PT 33265 with area of 831.46ha 3. Land title no.: 147409, Lot No.: PT24977 with area of 433.21ha 4. Land title no.: 147410, Lot No.: 24978 with area of 395.08ha 5. Land title no.: 147407, Lot No.: 24975 with area of 386.24ha 6. Land title no.: 147408, Lot No.: 24976 with area of 173.73ha 7. Land title no.: 147411, Lot No.: 24980 with area of 101.17ha <p>Document review sighted a Lease Agreement between Yayasan Bina Upaya Darul Ridzuan with United Plantations Berhad with lawyer documents Izrin Naim & Associates Ref. No.: INA(IPH)/Corp-YBU/0222-01 dated 31/03/2022. The agreement does attach with two (2) additional documents for review as follow.</p> <ol style="list-style-type: none"> 1. Resolusi Ahli Lembaga Pemegang Amanah dated 	
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		<p>28/03/2022 as approval to give the authority to YB Dato' Seri Diraja Dr. Zambry bin Abd Kadir and Dato' Ismail Bin Saffian to sign the agreement between Yayasan Bina Upaya Darul Ridzuan (No.: PPAB-17/2009) and United Plantations Berhad.</p> <p>2. Details of two (2) land titles for the lease agreement as follow.</p> <p>i. Land title no.: 149332, Lot No.: PT 25036 with area of 106.85ha</p> <p>ii. Land title no.: 149331, Lot No.: PT 35362 with area of 257.33ha.</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Not applicable since there is no customary right land	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 particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal	Not applicable since there is no customary right land	Not Applicable

	status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -		
4.4.3	(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). - Critical (Major) compliance -	Not applicable since there is no customary right land	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 -	Not applicable since there is no customary right land	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 -	Not applicable since there is no customary right land	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 -	Not applicable since there is no customary right land	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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the	Not Applicable

	<p>and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the</p>	Not Applicable

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	- Minor compliance -	land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	
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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
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 -	United Plantations Berhad maintained the current Grievances Redressal Procedures for Land Dispute as displayed in the company's website. The procedure has separated into three phases. Phase 1 is regarding on the lodging of complaints by the local communities on the dispute with supporting documents to be submitted. Phase 2 is involving the land dispute team, GIS team and complainant to measure and checking the location of the disputed land. If the claim is valid, then the negotiation process takes place to decide whether to compensate via payment or other methods of compensation. If mutual agreement is not achieved, then the complaint will be passed to court to make final decision.	Complied
4.6.2	(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.	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. There is no change since then. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position.	Complied

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	- Critical (Major) compliance -		
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	Not applicable since there is no scheme smallholdings.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder. This is the same result with the previous audit as well.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015- a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder. R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that communities have lost access and rights to land for plantation expansion.	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>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute. This is the same result with the previous audit as well.</p>	Not Applicable
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties 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>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute. This is the same result with the previous audit as well.</p>	Not Applicable
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>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute. This is the same result with the previous audit as well.</p>	Not Applicable
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>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute. This is the same result with the previous audit as well.</p>	Not Applicable
<p>Principle 5: Support smallholder inclusion</p>			

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 -	Current and previous FFB prices available as per MPOB Daily FFB Reference Price Summary by Region. POM received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	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 -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	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 -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable

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5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable

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5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights and provide equal opportunities to all personnel regardless of religion, race, age, gender, nationality or physical disability. This policy remain unchanged from the previous audit.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability. Onsite interviewed with sample of workers from different nationalities and gender informed no discrimination happened in the company. They informed the management treated all equally and provide equal opportunity for promotion based on capabilities. Female workers have been promoted as mandores well. There was	Complied

		no recruitment fee being paid by the workers during the time of audit.	
6.1.3	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. - Minor compliance -	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability as per the policy above. Interviewed with the workers confirmed that promotion is based on capabilities and performance. There were female workers who have been promoted to be mandores.	Complied
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 -	Interviewed with the female workers confirmed that no pregnancy testing is conducted by the company as a measure for recruitment. They will informed to the Hospital Assistant if they are pregnant for management to initiate Medical Removal Protection Programme or job transfer.	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 -	Gender committee is in place at each operating unit under United Plantations Berhad’s Downriver Business Unit as specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. Appointment of the committee members and organization chart were seen together in the meeting minutes and supporting records for the requests raised by the female workers. In additional, the management have given equal opportunity based on merit to the female workers by promoted them to be mandore and head of workers in the operation. This has been verified through interviewed with the female workers and reviewed the master list. Date of meeting and minutes verified as the follow. <ol style="list-style-type: none"> 1. Jenderata Estate – 12/12/2022 and 18/03/2023 2. Seri Pelangi Estate – 29/06/2022 and 12/12/2022 3. Tanarata Estate – 19/12/2022 and 25/04/2023 4. Jendarata Palm Oil Mill –18/04/2023 and 23/04/2023 	Complied

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		Review on the minutes, sighted the meeting discuss includes as follow briefing on company policies includes gender, Human Right and ethic code, sexual harassment reporting, complaint reporting, reproductive right for women, changes in employment act especially for pregnant women, Skim Keselamatan Social Suri Rumah (SKSSR), domestic violence and housing maintenance.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Reviewed of payslips as reported under indicator 6.2.2 in Jendarata Business Unit which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order (MWO) 2022 and the new MWO2022 without any discrimination. Overtime and work on rest day were paid according to Employment Act 1955.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	All the workers have signed on the employment contract prior to work. The contract is in their national languages such as Bahasa Malaysia, English and Tamil/ Hindi. All the terms and conditions were clearly outlined in the contract and briefed to all the workers before they signed the contract during induction training. Other related reference used for salary and related allowances as per the following: 1. MAPA/NUPW – Circular no. 12/2019 (for HARVESTERS, HARVESTING KANGANIES, LOADERS AND “OTHER LOADERS” and POM EMPLOYEES). 2. For AP/watchmen, salary scale is based on MPOA Security Sdn Bhd. Above documents used to refer for the salary and other allowance arrangement remain unchanged from the previous audit	Complied

<p>6.2.2</p>	<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>Guest workers are recruited with three (3) years contract except for Indonesian workers where the contracted with tow (2) years. Local workers are on a long-term employment. No kind of discrimination was noted.</p> <p>Job opportunities and amenities such as free housing, subsidized rate of water and electric supplier (connect to national water and electricity supply) and medical care are given to all employees without discrimination.</p> <p>Workers contracts and payments sampled at respective operating units summarized as per below:</p> <p>Jendarata Palm Oil Mill (eight (8) workers sampled out of 99 workers) covering range of production trends (Low: June 2023, average – December 2022 and peak – July 2022)</p> <ol style="list-style-type: none"> 1. Sample of workers as follow; ID#30546, ID#10019, ID#30604, ID#30599, ID#30601, ID#30606, ID#30475, ID#30221 2. Based on workers’ payslip review sighted the information includes with wage paid, holiday paid, work on public holiday/rest day paid, daily allowance, overtime and deduction (EPF, SOCSO, EIS, union, insurance, cooking oil, electricity) <p>Jenderata Estate (17 workers sampled out of 441 workers) covering range of production trends (Low: June 2023, average – December 2022 and peak – July 2022)</p> <ol style="list-style-type: none"> 1. Sample of workers as follow; ID#21407, ID#21865, ID#21860, ID#21370, ID#218201, ID#223258, ID#222448, ID#222493, ID#420611, ID#420549, ID#419763, ID#419440, ID#222297, ID#222307, ID#222314, ID#21228 	<p>Complied</p>
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		<p>2. Based on workers’ payslip review sighted the information includes with wage paid, holiday paid, work on Public holiday/rest day paid, price bonus, SGP, Annual Leave Paid, sick leave paid, overtime and deduction (advance, EPF, SOCSO, EIS, union, insurance, cooking oil, electricity)</p> <p>Jenderata Estate’s contractor workers for Harvesting contractor Subramaniam Naganaidu with sampled cover as follow.</p> <ol style="list-style-type: none"> 1. Harvester, ID#21821 2. Harvester, ID#21178 3. Harvester, ID#21827 <p>Based on contractors’ payslip review sighted the information includes with wages paid, daily allowance, SGP, PI, rest day paid, sick leave paid, overtime, deduction (electricity and cooking oil).</p> <p>Seri Pelangi Estate (9 workers sampled out of 99 workers) covering range of production trends (Low: June 2023, average – December 2022 and peak – July 2022)</p> <ol style="list-style-type: none"> 1. Sample of workers as follow; ID#108751, ID#109706, ID#108634, ID#108304, ID#104614, ID#107697, ID#107707, ID#107848, ID#107934. 2. Based on workers’ payslip review sighted the information includes with wage paid, holiday paid, work on public holiday/rest day paid, price bonus, SGP, Annual Leave Paid, sick leave paid, overtime and deduction (advance, EPF, SOCSO, EIS, union, insurance, cooking oil, electricity) <p>Seri Pelangi Estate’s contractor workers for Replanting contractor Chin Lang Contractor Sdn Bhd with sampled cover as follow.</p> <ol style="list-style-type: none"> 1. Driver, IC no.#790830-xx-xxxx 	
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		<p>2. Driver, IC no.#811002-xx-xxxx 3. Driver, IC no.#711008-xx-xxxx</p> <p>Tanarata Estate (9 workers sampled out of 224 workers) covering range of production trends (Low: June 2023, average – December 2022 and peak – July 2022)</p> <p>1. Sample of workers as follow; ID#200414, ID#200394, ID#200380, ID#200314, ID#200306, ID#200299, ID#200294, ID#20028, ID#200194.</p> <p>2. Based on workers’ payslip review sighted the information includes with wage paid, holiday paid, price bonus, work on public holiday/rest day paid, price bonus, SGP, PI, Annual Leave Paid, sick leave paid, overtime, top up and deduction (advance, SOCSO, cooking oil, electricity, surau)</p> <p>Tanarata Estate’s contractor workers for FFB Transporter Lim Soon Chiang (Teluk Intan Trading) with sampled cover as follow.</p> <p>1. Driver, IC no.#990825-xx-xxxx 2. Driver, IC no.#820909-xx-xxxx</p> <p>Based on contractors’ payslip review sighted the information includes with wages paid, commission and deduction (EPF, SOCSO & EIS contribution).</p>	
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>Records of payslip and check-roll documents available to the workers for sample employees sighted as per indicator 6.1.6 above shown 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. Related permits verified as per the following:</p>	Complied

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		<ol style="list-style-type: none"> 1. Deduction permit, ref: (6) dlm BHG PU/9/1/129 dated 1/6/2012, blanket approval under United Plantations Berhad. 2. b) Overtime permit approval, ref: (25) JTK.PK(1) PMT (SEK60)/10865 dated 19/3/2015. Overtime permit maximum of 130 hours. 	
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>Adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities provided by United Plantations Berhad.</p> <p>Line site inspection was done on weekly basis by appointed personnel i.e. hospital/medical assistant. The checklist will be review by visiting medical officer with frequency of three (3) times a week. Review on the checklist, management includes criteria as follow.</p> <ol style="list-style-type: none"> 1. Free flowing drain 2. Drain traps fully functional 3. No chemical/lubricant/paint container 4. General sanitation 5. No illegal wiring 6. No petrol storage 7. No working tools 8. No illegal extension/modification <p>Based on the checklist, each operating units conduct inspection as follow.</p> <ol style="list-style-type: none"> 1. Jendarata Estate conduct on 10/06/2023, 03/06/2023 2. Tanarata Estate conduct on 19/06/2023, 26/06/2023 3. Seri Pelangi Estate conduct on 02/06/2023, 09/06/2023 	Complied

		4. Jendarata Palm Oil Mill conduct on 02/06/2023, 07/06/2023, 14/06/2023, 21/06/2023, 03/07/2023	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	During onsite interviewed with sampled workers informed they are easily access to adequate, sufficient and affordable foods where sundry shops are available inside the estates.	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><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>United Plantations Berhad has proactively worked with several large growers in the industry to engage Monash University for fair and decent wage assessment and they will strive to commit their suppliers to live up to the payment of DLW to their workers too. Until the national benchmark is established by RSPO secretariat, they are adhering to the applicable regulations in relation to the national minimum wages in the countries where they operate.</p> <p>However, they are conducting the prevailing wage assessment as per the RSPO prevailing wage calculation guidance to understand and compare the benchmark of DLW determined by the third-party assessment as mentioned above against the prevailing wages.</p> <p>The prevailing wage calculation has included all the in-kind benefits provided to the workers such as housing and healthcare.</p> <p>Sampled the prevailing wages for benefit of Housing, Electricity & Water, Education, Creche Facilities and Healthcare that provided to each worker at each operating units as follow. Total Value of Prevailing Wage based originality of Guest Workers and Local Workers.</p> <ol style="list-style-type: none"> 1. Jenderata POM Total Value of Prevailing Wage for Local Workers in MYR2,141.09 and Guest Workers in MYR2,177.97. 2. Jenderata Estate Total Value of Prevailing Wage for Local Workers in MYR2,274.88 and Guest Workers in MYR2,109.01. 3. Seri Pelangi Estate Total Value of Prevailing Wage for Local Workers in MYR2,127.97 and Guest Workers in MYR2,402.01. 	Complied

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	<p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>	<p>4. Tanarata Estate Total Value of Prevailing Wage for Local Workers in MYR2,079.14 and Guest Workers in MYR2,461.98.</p> <p><i>*Benchmark living wages (based on Monash University study) – RM 1,735.47</i></p>	
<p>6.2.7</p>	<p>Permanent, full-time employment including contractors’ workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>All the core works are performed by permanent check roll employees and full-time employees in Jendarata Business Unit. Contractors’ workers assigned to perform general work and harvesting in the estates permanently. There were no casual or temporary workers used in the company.</p>	<p>Complied</p>
<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>			
<p>6.3.1</p>	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>United Plantations Berhad maintained the current Human Rights Policy signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they respect the rights of all</p>	<p>Complied</p>

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	<p>Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>personnel to form, join and participate in registered trade unions and to bargain collectively. The policy is developed in different languages such as Bahasa Malaysia, English and Tamil.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Confirmed during interview with the workers that worker representatives were freely elected among and by the workers themselves.</p> <p>Jenderata Business Unit management conduct Union Meeting each. Sighted were meetings between the workers' representatives and management. The minutes were documented in Bahasa Malaysia and made available upon request at all visited operating unit. Review on the minutes of meeting agenda includes with matter of discussion and matter arise. The matter arise all are related to revise in employment act, housing maintenance, transportation during festive, religious festive, environmental issues and long annual leave for guest workers.</p> <ol style="list-style-type: none"> 1. Jendarata Estate on 30/12/2022, 27/02/2023, 26/04/2023 and 28/06/2023 2. Seri Pelangi Estate on 23/08/2023, 20/10/2023, 22/12/2023, 14/02/2023, 18/04/2023 and 20/06/2023. 3. Jendarata Palm Oil Mill on 29/03/2023 and 20/06/2023 4. Tanarata Estate on 17/08/2022, 14/12/2022, 28/06/2023 	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>Onsite interviewed with workers informed they maintain the current practices to elect their representatives with voted among the workers without any interference of management. They are aware of their own representative.</p>	Complied
<p>Criterion 6.4: Children are not employed or exploited.</p>			

6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they will not tolerate the use of child or forced labour, slavery or human trafficking in any of the plantations and facilities. They are using the definition from United Nations Convention on the Rights of the Child which define “child” as anyone who is less than 18 years old.	Complied
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	United Plantations Berhad maintained the current Standard Operating Procedures – Recruitment of Guest Workers that selection will be based on age and as per the company’s policy, the minimum age of employment is 18 years old. For local workers, the company will keep a copy of identification card to verify the age of worker. Verified the Master List of Jendarata Engineering Department, Jendarata Estate, Tanarata Estate and Seri Pelangi Estate found that all the workers employed are above 18 years old.	Complied
6.4.3	(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Master List and through interviewed with the stakeholders.	Complied
6.4.4	The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	The policy has been briefed to all the stakeholders during stakeholder meeting on 18/05/2023. Besides, briefing to the workers was conducted on the negative effects of child labour. Interviewed with the workers confirmed that no child labour is allowed to be in the operations.	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	United Plantations Berhad maintained the current Gender Policy signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) dated 24/04/2015. They are committed to maintain a workplace free from harassment on any kind, including harassment based on an	Complied

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		employee’s race, colour, religion, gender national origin, ancestry, disability, marital status and sexual orientation. The policy has been briefed to all the workers on 20/06/2023 & 21/06/2023 at Seri Pelangi Estate.	
6.5.2	(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 -	United Plantations Berhad maintained the current Gender Policy signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) dated 24/04/2015. They protect the Reproductive Rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and labour laws.	Complied
6.5.3	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. - Minor compliance -	Jenderata Business Unit’ Gender Committee conduct the new mother assessment. Review on the assessment record, verified no new mothers for new baby born identified. Therefore, no action to address the needs that been identified for the particular group.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	United Plantations Berhad maintain the current Sexual Harassment Grievance Procedure established and available in in company website: https://unitedplantations.com/employees/ under Grievance Redressal Procedure - Any grievance related to sexual harassment or violence case is referred to the procedure where they can obtain complaint form from one of the subcommittee members in respective estates/ departments. If the issue is not resolved in 2 weeks from the date of complaint or the victim is not satisfied with the way of the issue dealt, Gender Committee should bring this issue to Group Manager HRESH.	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited:	It was evident through the interview with the workers who were randomly selected that all workers have been employed voluntarily based on the employment contract that has been signed and	Complied

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	<ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>interview. There is no retention of passports at the estate office as the workers kept their own passport at their own house.</p>	
<p>6.6.2</p>	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad maintained the current revise Guest Workers Policy with signed by Dato’ Carl Bek Nielsen, Chief Executive Director (CED) updated 31/12/2021. The Guest Workers Policy has included the following objectives:</p> <ol style="list-style-type: none"> 1. Contract substitution is strictly prohibited. 2. They ensure living quarters for all workers are in compliance with the “Workers’ Minimum Standards of Housing and Amenities Act 1990”. 3. All statutory payments with genuine receipts incurred in the recruitment process shall be reimbursed by the Company. 4. Conduct post-arrival orientation program for new guest workers. - Any forms of discrimination are prohibited. 5. UP’s Commitment to Ethical Recruitment Fees. We are committed to paying the recruitment fees in the source countries and in Malaysia as per the enclosed table in Appendix 1. Remediation and corrective actions will be taken if issues are found. In the event of a claim arising during the verification of the recruitment process the company shall: 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Commence an immediate investigation • Responsibilities in the event of any breaches regarding ethical Recruitment fees: <ul style="list-style-type: none"> a) If the breach is by UP due to failure to adhere to our Guest Workers’ Recruitment SOP, then the aggrieved guest worker will receive compensation from UP. b) If the breach is by an Accredited Recruitment Agent will be required to compensate the aggrieved guest worker. If such an action is not undertaken by the Accredited Recruitment Agent, then the Company will suspend any relationship with agent until the matter has been rectified. <ul style="list-style-type: none"> i. Accredited Recruitment Agencies are responsible for monitoring any of their possible collect any recruitment related fees from the workers. If any such fees are found to be collected from the workers, the Company will require the Accredited Recruitment Agent to reimburse the said amount to the worker. ii. The company will terminate all contracts or partnerships with any Accredited Recruitment Agent who have been found to be non-compliant with the Company policies after due investigations and warnings. • We will not cover any forms of bribes, tips or tributes paid by the Guest Worker at any point during the recruitment process or any other items not included in Appendix 1 as explicit cautions and briefings related to legitimate recruitment costs have been given by our toll-free call center and through our Accredited Recruitment Agents. <p>It is important to acknowledge that running a business today</p>	
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		<p>requires a greater level of transparency compared to before. As such, we will continuously evaluate our existing practices in line with new legislations to effectively address force labour and ensure our guest workers have an enriching and memorable experience with us.</p> <p>Appendix 1 Recruitment fees paid by company:</p> <ol style="list-style-type: none"> 1. Fees in source countries (All fees and cost are to be updated in tandem with government rulings or a minimum of twice a year) 2. Fees in Malaysia upon arrival 3. Fees upon completion of contract 																
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>																		
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Jendarata Palm Oil Mill has appointed the Mr G. Padmanathan, Mill Engineer to be the OSH Committee Chairman. The appointment was made by Chief Executive Director.</p> <p>The safety meeting was conducted at mill once every three months: Sighted the records of the meeting:</p> <table border="1" data-bbox="1137 1034 1906 1284"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>14/06/2023</td> <td>20/06/2023</td> </tr> <tr> <td>2</td> <td>22/03/2023</td> <td>29/03/2023</td> </tr> <tr> <td>3</td> <td>20/12/2022</td> <td>27/12/2022</td> </tr> <tr> <td>4</td> <td>12/09/2022</td> <td>19/09/2022</td> </tr> </tbody> </table> <p><u>Jendarata Estate</u></p>	No	Memo date	Meeting date	1	14/06/2023	20/06/2023	2	22/03/2023	29/03/2023	3	20/12/2022	27/12/2022	4	12/09/2022	19/09/2022	<p>Complied</p>
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		<p>The estate has appointed Mr Nek Wahid Nek Harun, Group Manager to be the OSH Chairman for Jendarata, dated 01/07/2023. The appointment was made by Chief Executive Director</p> <p>The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <p><u>Jendarata Estate</u></p> <table border="1"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>07/06/2023</td> <td>28/06/2023</td> </tr> <tr> <td>2</td> <td>21/03/2023</td> <td>28/03/2023</td> </tr> <tr> <td>3</td> <td>14/12/2022</td> <td>20/12/2022</td> </tr> <tr> <td>4</td> <td>21/09/2022</td> <td>26/09/2022</td> </tr> </tbody> </table> <p><u>Seri Pelangi Estate</u></p> <p>The estate has appointed Mr Faizul Bin Mahamed Hanifa, Field Manager to be the OSH Chairman for Seri Pelangi, dated 01/07/2023. The appointment was made by Chief Executive Director.</p> <p>The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>07/06/2023</td> <td>20/06/2023</td> </tr> </tbody> </table>	No	Memo date	Meeting date	1	07/06/2023	28/06/2023	2	21/03/2023	28/03/2023	3	14/12/2022	20/12/2022	4	21/09/2022	26/09/2022	No	Memo date	Meeting date	1	07/06/2023	20/06/2023	
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2	24/02/2023	14/03/2023
3	10/12/2022	22/12/2022
4	20/09/2022	29/09/2022

Tanarata Estate

The estate has appointed Mr Azhar Yazida, Deputy group Manager to be the OSH Chairman for Tanarata Estate, dated 01/09/2019. The appointment was made by Chief Executive Director

The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:

No	Memo date	Meeting date
1	19/06/2023	26/06/2023
2	14/03/2023	22/03/2023
3	14/12/2022	20/12/2022
4	22/09/2022	28/09/2022

The agenda of the meeting as the following:

1. Chairman’s Opening Speech
2. Previous meeting conformation
3. OSH policy
4. HIRARC Checking
5. CHRA Checking

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		<ul style="list-style-type: none"> 6. Health Surveillance Report 7. Health Assessment 8. PPE 9. Emergency Response Plan 10. Workplace Inspection 11. Other issues related to OSHA 	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The management of Jendarata Estate has established the Accident/Incident Management Flow Chart. The chart is divided into three main clause which are the near miss, minor accident and major accident. The training emergency response plan was conducted on 12/04/2023 at Jendarata Estate, and 27/06/2023 at Seri Pelangi Estate.</p>	Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>The estates issued PPE to the workers base on Safety Work Procedure and risk assessment recommendation such as CHRA, NRA and HIRARC. Reviewed the sampled of PPE issuance record for workers with employment ID no. as follows:</p> <p><u>Jendarata Estate</u> Sprayers</p> <ul style="list-style-type: none"> 1. 220093 2. 219798 3. 222352 4. 215204 5. 219220 6. 219626 7. 222022 	Complied

		<p>Harvester</p> <ol style="list-style-type: none"> 1. 218249 2. 222785 3. 222761 4. 222967 5. 222651 <p><u>Seri Pelangi Estate</u> Harvesters</p> <ol style="list-style-type: none"> 1. 1108160 2. 107563 3. 106564 4. 107817 5. 106210 6. 107934 <p><u>Jendarata Palm Oil Mill</u> Laboratory</p> <ol style="list-style-type: none"> 1. 30545 2. 30594 <p>Boiler</p> <ol style="list-style-type: none"> 1. 30577 2. 30487 <p>Workshop</p> <ol style="list-style-type: none"> 1. 20004 2. 10028 <p>Noted during interview with the workers, the understanding on the PPE awareness was satisfactory, and was given for free from the</p>	
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		estate. Any damage from the PPE will be replace immediately at no cost from the workers																												
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers are provided with medical care and covered by accident insurance as required by Malaysian law. This ensures that any costs resulting from work-related incidents causing injury or sickness are appropriately addressed. Such measures prioritize the well-being and safety of workers, promoting responsible and compliant practices in line with legal requirements. Sighted the record of SOCSO Contribution for each estate as the following:</p> <p><u>Jendarata Estate</u></p> <table border="1" data-bbox="1137 767 1926 967"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>506</td> <td>13,449.00</td> </tr> <tr> <td>March 2023</td> <td>515</td> <td>13,440.00</td> </tr> <tr> <td>June 2023</td> <td>497</td> <td>12,688.40</td> </tr> </tbody> </table> <p><u>Seri Pelangi Estate</u></p> <table border="1" data-bbox="1137 1018 1926 1217"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>107</td> <td>2,889.00</td> </tr> <tr> <td>March 2023</td> <td>101</td> <td>2,461.00</td> </tr> <tr> <td>May 2023</td> <td>101</td> <td>2,653.90</td> </tr> </tbody> </table> <p><u>Tanarata Estate</u></p> <table border="1" data-bbox="1137 1305 1926 1353"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> </tbody> </table>	Month	Total Workers	Contribution (RM)	January 2023	506	13,449.00	March 2023	515	13,440.00	June 2023	497	12,688.40	Month	Total Workers	Contribution (RM)	January 2023	107	2,889.00	March 2023	101	2,461.00	May 2023	101	2,653.90	Month	Total Workers	Contribution (RM)	Complied
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		January 2023	234	5,261.80	
		March 2023	221	5,249.90	
		May 2023	222	5,134.50	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>Jendarata Estate, an accident occurred resulting in 78 days of Lost Time Injury (LTI). The incident is documented under JKPP 8 - JKPP8/107930/2022, with a date of 24/01/2023. The individual involved in the accident is Mohammad Farid Hossain.</p> <p>For the Seri Pelangi Estate, no accidents were reported in the year 2022, thus no Lost Time Injuries (LTI) were recorded. This information is documented under Ref No: JKPP8/106086/2022, with a date of 11/01/2023.</p> <p>At the Tanarata Estate, four accidents occurred in 2022, resulting in a total of 9 days of Lost Time Injury (LTI). None of the accidents required more than 4 days of medical leave (MC), and no JKPP6 report was submitted by the estate. The management addressed the accidents during the safety committee meeting and reminded workers to exercise caution while working. The Hazard Identification, Risk Assessment, and Risk Control (HIRARC) were reviewed for the year 2023. This information is documented under Ref No: JKPP8/128278/2023, with a date of 13/01/2023.</p>			Complied
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 -	United Plantations Berhad's Standard Operating Procedure (SOP) No.7 OP Pest Management documents the implementation of Integrated Pest Management (IPM). The estates continue to employ biological control methods to manage oil palm pests such as leaf-eating pests and rats. IPM techniques applied include:			Complied

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		<p>a) Monitoring pest populations and using triggers to initiate control measures.</p> <p>b) Introducing barn owls (<i>Tyto Alba</i>) for rat control, with barn owl boxes constructed at a ratio of 1 box per 15 hectares.</p> <p>c) Planting beneficial plants like <i>Cassia Cobanensis</i>, <i>Antigonon Leptopus</i>, and <i>Tunera subulata</i> along roadsides to attract natural predators in a ratio of 60:20:20.</p> <p>For the Jendarata Estate:</p> <p>a) Rat damage census is conducted based on field observations of fresh damage. If the rat threshold level exceeds 10%, a rat baiting campaign is initiated. Rat damage census records for fields 5 dated 10/02/2023, 7 dated 10/02/2023, 26 dated 15/02/2023 were reviewed.</p> <p>b) Bagworm census is conducted based on field observations, and treatment is carried out if the census reaches the threshold level. Bagworm census records for fields 42 dated 13/04/2023, 20 dated 10/04/2023, were reviewed.</p> <p>c) The estate has barn owl boxes installed at a ratio of 1 box per 18 hectares.</p>	
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>During the assessment conducted by the estates, it was determined that the species used for biological control did not include any invasive species listed on CABI.org, which were introduced to the estate. As part of the Integrated Pest Management (IPM) approach, the estates employed flora species such as <i>Tunera subulata</i>, <i>Cassia cobanensis</i>, and <i>Antigonon leptopus</i> to effectively manage pests.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p>	<p>There is no evidence of fire being used for pest control purposes within the estate.</p>	Complied

	- Minor compliance -																				
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																					
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	The justification for all chemical usage is documented in the Field Management Manual, specifically under section D 5.1 General Weed Control. The manual includes a table that outlines the Trade Name, Chemical Name, active ingredient percentage (a.i %), Type of Equipment, Water Volume (Litres/ha), Product quantity in milliliters or grams per 10 liters of water, a.i per hectare in grams, and the type of weed targeted.	Complied																		
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The estate has established the record of pesticides for all field. The a.i per hectare is available for all estate. Sample taken as below.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Year</th> <th>a.i (kg)/hectare</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Jendarata</td> <td>2021</td> <td>9.718</td> </tr> <tr> <td>2022</td> <td>6.799</td> </tr> <tr> <td rowspan="2">Seri Pelangi</td> <td>2021</td> <td>9.718</td> </tr> <tr> <td>2022</td> <td>8.531</td> </tr> <tr> <td rowspan="2">Tanarata</td> <td>2021</td> <td>5.485</td> </tr> <tr> <td>2022</td> <td>4.034</td> </tr> </tbody> </table>	Estate	Year	a.i (kg)/hectare	Jendarata	2021	9.718	2022	6.799	Seri Pelangi	2021	9.718	2022	8.531	Tanarata	2021	5.485	2022	4.034	Complied
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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>	The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at intended areas.	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>There was no prophylactic use of pesticides in the estates. The application of pesticides was based on level of attack severity which was normally obtained through census.</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> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>The Occupational Safety And Health Policy was established dated 08/03/2021 endorsed by Chief Executive Director, the policy stated that the company have total phase-out of Paraquat weedicide since 2010 and total phase-out WHO Class 1A/1B chemical (Monocrotophos/Methamidophos) since 2020.</p> <p>Sighted the chemical register, there are no pesticides that are categorised by the WHO which are Class 1A and 1B were used in the estate. Only class II, III and IV types of pesticides being used.</p>	Complied
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. The training was conducted by the personnel with knowledge on pesticide application such as Estate Manager, Asst. Manager and pesticide supplier. Reviewed the training records as per criteria 3.7.2.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>In accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations, the mill and estate's Chemical Store were found to contain stored pesticides. The stores remained locked at all times, and during the</p>	Complied

		<p>visit, the store clerk was observed unlocking the padlock to open the entrance door for the auditor to inspect the store. A prominently displayed sign at the entrance door indicated the requirement to wear personal protective equipment (PPE). The Chemical Store also had signage displaying the necessary Hazard Symbols at the entrance. The facility's ventilation fan was operational, ensuring adequate ventilation. Additionally, an up-to-date chemical register, including the trade and generic names of the stored pesticides, as well as their Safety Data Sheets, were readily available.</p>													
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>The SOP of disposal pesticide container is described in the estates, procedure Details as provided in UPB Standard Operating Procedure Handling of Scheduled Waste (Hazardous Waste) Management dated 09/04/2021. Content includes the triple rinsing procedures and the relevant training to be conducted. Under the operational control procedure established, the guideline and practice for handling empty pesticides containers are as follows.</p> <ol style="list-style-type: none"> a. All class 2 and above containers are tripled rinsed, and holes punctured at the bottom only if the waste generator is to dispose as non-scheduled waste. b. Containers to be disposed as scheduled waste need not go the triple rinsing and hole punctured process. c. Empty containers were tripled rinsed, punctured, and delivered as SW 409. Others were used recycled for chemical containers for spraying purposes. <p>The estates disposed to a registered recycler M/s BRG Enterprise. Dispatches as sampled below;</p> <table border="1" data-bbox="1160 1276 1933 1375"> <thead> <tr> <th></th> <th>Items</th> <th>Jenderata</th> <th>Date</th> <th>S Pelangi</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>20L Empty Container</td> <td>18 pcs</td> <td>19/6/23</td> <td>-</td> <td>-</td> </tr> </tbody> </table>		Items	Jenderata	Date	S Pelangi	Date	1	20L Empty Container	18 pcs	19/6/23	-	-	Complied
	Items	Jenderata	Date	S Pelangi	Date										
1	20L Empty Container	18 pcs	19/6/23	-	-										

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		2	Empty fertilizer bags	780 kg	09/6/23	1640 kg	18/05/23	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	Pesticide application by aerial spraying is not practiced by the United Plantations Berhad.						Not Applicable
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The estates send workers who involve in pesticides handling who expose to organophosphate such as sprayers and storekeepers and workers exposed to petrol, diesel and manganese fumes such as workshop operators and storekeepers for medical surveillance on annually basis.</p> <p><u>Jendarata Palm Oil Mill</u></p> <p>The management has conducted the Chemical Hazard Risk Assessment dated 31/10/2018, Ref No: HQ/15/ASS/00/3-2018/081. The management has conducted the medical surveillance dated 08/05/2023, for nine workers, with five workers tested for hexane, two workers tested for manganese, and two for benzene. All workers are declared fit to work by OHD.</p> <p><u>Jendarata Estate</u></p> <p>The management has conducted the Chemical Hazard Risk Assessment dated 20/10/2019, Ref No: HQ/14/ASS/00/345-2019/099 and Additional Chemical Hazard Risk Assessment dated 04/03/2021 with Ref No: HQ/13/ASS/00/316-2021/002 . The management has conducted the medical surveillance dated 08/05/2023, for 33 workers, with 25 workers tested for</p>						Complied

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		<p>organophosphate, 4 workers tested for benzene, and 4 for aluminium. All workers are declared fit to work by OHD.</p> <p><u>Seri Pelangi Estate</u> The management has conducted the Chemical Hazard Risk Assessment dated 20/10/2019, Ref No: HQ/13/ASS/00/316-2021/037. The management has conducted the medical surveillance dated 08/05/2023, for 17 workers, with 13 workers tested for organophosphate, 3 workers tested for benzene, and 1 for manganese. All workers are declared fit to work by OHD.</p> <p><u>Tanarata Estate</u> The management has conducted the Chemical Hazard Risk Assessment (CHRA) dated 16/03/2021, Ref No: HQ/13/ASS/00/316-2021/006 and additional CHRA Ref No: HQ/13/ASS/00/316-2023/079 . The management has conducted the medical surveillance dated 10/03/2023, for 34 workers, All workers are declared fit to work by OHD.</p>	
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. - Critical (Major) compliance -</p>	<p>According to Section 3.1.6 Safety and Health, Subsection D of the Standard Operating Procedure for maintaining mature/immature oil palm, it is explicitly mentioned that pregnant or breastfeeding females should not be assigned to spraying activities.</p> <p>Site visit at Tanarata Estate and Jendarata Estate verified that there are no sprayer under the age of 18, and the work were conducted by male workers. Interview confirmed that each worker were sent for Medical Surveillance every year and routine check-up by estate health assistant every month.</p>	Complied
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			

<p>7.3.1</p>	<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 had identified all waste products and its source of pollution and documented in Types of Waste Products and Method of Disposal. The waste identified as follows:</p> <ol style="list-style-type: none"> 1. Domestic waste – rubbish from the mill and estates complex and employees’ quarters (disposed by estate management). 2. Recycled waste – Fibre, palm kernel shell, boiler ash, empty fruit bunches, scrap iron, plastic, glass, metal, paper, fertilizer bags 3. Scheduled waste – Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries, chemicals containers, clinical waste, used PPE. Verified 2nd Schedule for Scheduled Waste, ref: JAS.ATI.600-3/1/97 dated 8/7/2023. Total of 10 type of scheduled waste category namely (SW102, SW109, SW110, SW305, SW306, SW322, SW409, SW410, SW417 and SW421) were registered in the system. 4. Domestic waste – rubbish from the mill complex and employees’ quarters (disposed by estate management). <p>Management plan review date summarized as per the following:</p> <table border="1" data-bbox="1137 967 1921 1217"> <thead> <tr> <th>Operating unit</th> <th>Date of review</th> </tr> </thead> <tbody> <tr> <td>Jendarata POM</td> <td>13/6/23</td> </tr> <tr> <td>Jendarata Estate</td> <td>6/7/23</td> </tr> <tr> <td>Seri Pelangi Estate</td> <td>14/3/23</td> </tr> <tr> <td>Tanarata Estate</td> <td>6/1/23</td> </tr> </tbody> </table>	Operating unit	Date of review	Jendarata POM	13/6/23	Jendarata Estate	6/7/23	Seri Pelangi Estate	14/3/23	Tanarata Estate	6/1/23	<p>Complied</p>
Operating unit	Date of review												
Jendarata POM	13/6/23												
Jendarata Estate	6/7/23												
Seri Pelangi Estate	14/3/23												
Tanarata Estate	6/1/23												
<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>Proper disposal of waste is based on established plan, under JED Engineering Department Waste Management Plan as per the following:</p> <table border="1" data-bbox="1137 1334 1921 1380"> <thead> <tr> <th>Category of waste</th> <th>Type of waste</th> <th>Method of disposal</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Category of waste	Type of waste	Method of disposal				<p>Complied</p>				
Category of waste	Type of waste	Method of disposal											

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		Hazardous waste	Chemical container, clinical waste, spent lubricant, e-waste including battery, laboratory waste	i)Disposed to DOE's approved contractor ii)Recycling centre	
		Domestic Waste	Waste generated from worker's quarters	Non bio-degradable (sold to recycler), composting of waste/landfilling (bio-degradable)	
		Industrial waste	Scarp iron	Sold to recycler	
		Process waste	EFB	EFB mulching for estate	
		Waste disposal record sampled			
		Scheduled waste code	Disposal record	Remarks	Operating unit
		SW322 (spent/ obsolete chemical)	6 th Schedule no. 2023070316XQ OMI1 dated 3/7/23 Quantity: 0.04 mt	Disposed by Primochem Sdn Bhd	Jenderata POM

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		SW110 (electronic waste)	6 th Schedule no. 2023062108GM V6QP dated 21/6/23 Quantity: 0.01 mt	Edsha Solution Sdn Bhd		
		SW305 (spent lubricant)	6 th Schedule no. 2023062108VJ Y1TC dated 21/6/23 Quantity: 0.055 mt	SP Metro (M) Sdn Bhd		
		SW102 (Lead acid battery)	6 th Schedule no. 20230529118N CE6B dated 29/05/23 Quantity: 0.1420 mt	Yokohama Reclamation Sdn Bhd	Jendarata Estate	
		SW409 (used chemical container)	6 th Schedule no. 202305221487 5Q94 dated 21/6/23 Quantity: 0.055 mt	Pentas Flora (Ipoh) Sdn Bhd		

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		SW404 (clinical waste)	6 th Schedule no. 2023062214MD YLQ6 dated 22/6/23 Quantity: 0.05 mt	Future NRG Sdn Bhd	
		SW102 (lead acid battery)	6 th Schedule no. 2023061417IFE RYV dated 14/6/23 Quantity: 0.15 mt	Intercedar Industry (M) Sdn Bhd	Seri Pelangi Estate
		SW409 (Used chemical container)	6 th Schedule no. 2023030709XV Q2IF dated 7/03/23 Quantity: 0.69 mt	Edsha Solution Sdn Bhd	Tanarata Estate
		SW305 (Used lubricant)	6 th Schedule no. 2023060609R0 LHVB dated 6/06/23 Quantity: 0.92 mt	Edsha Solution Sdn Bhd	Tanarata Estate

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7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	No evidence of the unit of certification use open fire for waste disposal.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	United Plantations Berhad has developed Standard Operating Procedures (SOPs) to effectively manage soil fertility and mitigate environmental consequences, as outlined in the Field Management Manual's Section 8.0 - Manuring Immature/Mature oil palm. These SOPs provide guidance on sustainable practices for optimal soil fertility and environmental stewardship.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	United Plantations Berhad has established Standard Operating Procedures (SOPs) documented in the Field Management Manual, Section 8.0 - Manuring Immature/Mature oil palm, to manage soil fertility and minimize environmental impacts. The United Plantation Research Department (UPRD) conducts periodic tissue and soil sampling. Sighted the memo from UPRD Director to all estates manager dated 08/06/2023 regarding the foliar sample result for each estate. Each estate results were shown and recommendation were made by UPRD on manuring program.	Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	Jendarata Estate used the POME from mill, site visit at estate verified that the POME was applied through land application and block 63, block 65 and block 66.	Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	The estate diligently maintains records of manuring application in accordance with the agronomist's recommendations. This practice ensures accurate documentation of the applied manure, facilitating proper monitoring and assessment of the fertilization process for	Complied

		<p>effective agronomic management. Sample of records of fertiliser input is as per below.</p> <p><u>Seri Pelangi Estate</u> Month program: Jan/Feb 2023 Field: 18 - 56 Ha Type: RP Rate/palm: 3 kg/palm Month completed: Mar 2023</p> <p><u>Tanarata Estate</u> Month program: Jan/Feb 2023 Field: 20 - 50 Ha Type: NK Rate/palm: 2.5 kg/palm Month completed: Mar 2023</p>	
<p>Criterion 7.5: Practices minimise and control erosion and degradation of soils.</p>			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -</p>	<p>United Plantations Berhad has successfully identified the soil series present in their estates and established corresponding soil series maps. The soil series identified in the Jendarata Estate include Jawa (34.40%), Selangor (20.80%), BriaH (16.60%), Sedu (5.00%), Sabrang (2.60%), and Shallow Peat (2m) Bayas (9.50%). In the Tanarata Estate, the soil series include Selangor, Selangor (Sandy), Selangor (organic), Tepus, Gugut, Binji, Kayan, Sepayang, SeJacob, Kaya, Penor, Linggi, Erong, and Baram. At the Seri Pelangi Estate, the identified soil series are Bungor (1.20%), Serdang (2.50%), Bukit Tuku (9.2%), Banar (42.30%), Lating (5.50%), Kaya (3.40%), Tepus (34.40%), and Erong/Shallow (1.50%).</p>	Complied

7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>The management has implemented a specific strategy for planting on slopes ranging from 9 to 25 degrees, as outlined in the land preparation procedure for planting and replanting. The construction of terraces serves as the primary method employed to minimize soil erosion in these areas. Furthermore, to prevent bare soil exposure, the management has established low cover crops. These measures effectively address soil conservation and erosion control, promoting sustainable land management practices.</p>	Complied
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>No new planting conducted in the estate.</p>	Complied
<p>Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>			
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>In order to ensure the long-term suitability of land for palm oil cultivation, soil maps or soil surveys were diligently considered in the formulation of plans and execution of operations. These assessments specifically accounted for marginal and fragile soils, incorporating their characteristics and limitations into the decision-making process. By incorporating this valuable information, the management aims to optimize land utilization and promote sustainable practices within the palm oil industry. All estate has established the soil maps together with the topography of the area is well recognised.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	<p>The Jendarata Estate has identified peat as marginal and fragile soils, specifically Penor and Primaluck, covering an estimated total area of 576.19 hectares. The management has implemented a comprehensive soil management plan for this peat area, encompassing monitoring of peat subsidence and water management through the establishment of drainage weirs. Similarly, the Tanarata Estate has identified a peat area of 1,097.14</p>	Complied

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		hectares, and replanting has been carried out based on approval received from the RSPO secretariat. The approval emails from RSPO, dated 21/03/2023 for Jendarata Estate and 08/04/2021 for Tanarata Estate, were reviewed and acknowledged. Proper soil management practices, including peat subsidence monitoring and water management through drainage weir establishment, have been established in the replanted areas of both estates.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The planning of drainage and irrigation systems, roads, and other infrastructure has been informed by soil surveys and topographic information. These surveys have provided valuable maps that identify marginal and fragile soils, including areas with steep terrain. By utilizing this information, the management ensures that appropriate measures are taken to accommodate the unique characteristics and challenges associated with these soil types and terrains during the planning and development of necessary infrastructure. Sighted the Peat Soil Map for Jendarata Estate United Plantations Berhad; Source: Detailed Soil Survey; Mapped by; Vijandran JR; Projection: Long-Lat; Datum: WGS 1984; Date: Oct – Nov 2021- Detailed Soil Survey; Mapped by; Dr Vijiandran.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Following the date of 15/11/2018, no new planting activities have been carried out on peat regardless of its depth.	Complied
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).	United Plantations Berhad has conducted an inventory and documentation of the peat area, as reported in the RSPO Peat Inventory Template updated on . This information was submitted to the RSPO Secretariat, as confirmed in the communication email dated 13/01/2023. The total recorded planted peat area for Malaysia and Indonesia amounts to 4,547.04 hectares and 221.15	Complied

	- Minor compliance -	ha is for the peat rehabilitation area. Within the Jendarata Palm Oil Mill, there are a total of 1,673.33 hectares of peatland estates, which include Seri Pelangi Estate, Jendarata Estate, and Tanarata Estate. These figures highlight United Plantations Berhad 's commitment to monitoring and managing peat areas in compliance with RSPO standards.	
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	<p>The estate implements a regular monitoring system for peat subsidence levels on a quarterly basis, while water levels are monitored monthly. At Jendarata Estate, peat subsidence is monitored using 6 probes installed at a ratio of 1 probe per 240 hectares. The monitoring occurs quarterly, with records reviewed including dates such as 03/06/2022, 18/09/2022, 27/12/2022, and 14/03/2023. Water levels, on the other hand, are monitored using 9 piezometers installed at a ratio of 1 per 120 hectares, with the latest record reviewed dated 24/06/2023.</p> <p>For Tanarata Estate, peat subsidence levels are monitored using 4 probes installed at a ratio of 1 probe per 240 hectares. The installation was completed in July 2023, and readings are conducted four times a year following the Standard Operating Procedure for Peat Subsidence Measurement, dated 01/08/2020. However, as the probe is newly installed, the initial reading is pending. Water levels are monitored using 8 piezometers installed at a ratio of 1 per 120 hectares, with the latest record reviewed as of 30/06/2023.</p> <p>The management has documented the water and ground cover management program in the Field Management Manual 2004 - Peat Area Management, ensuring comprehensive guidance for sustainable practices in peat areas.</p>	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The Field Management Manual 2004 - Peat Area Management contains comprehensive documentation of the water and ground cover management program. This program outlines the strategies	Complied

		and guidelines for effectively managing water resources and maintaining appropriate ground cover in peat areas. The manual serves as a valuable resource for ensuring sustainable practices and responsible management of peatlands within the estate.	
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>	Replanting activities on peat areas have been approved by the RSPO, with the drainability assessment receiving verification for both Jendarata Estate (dated 21/03/2023) and Tanarata Estate (dated 08/04/2021). The ongoing process of replanting is in compliance with the approved drainability assessment by RSPO. The drainability assessment reports for Jendarata Estate (dated 01/12/2022) and Tanarata Estate (dated 01/04/2021) have been sighted and approved, confirming the estates' adherence to the necessary protocols and guidelines for responsible replanting on peat areas.	Complied
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>	The management of all current plantations on peat follows the guidelines outlined in the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat,' version 2 (2019), along with the accompanying audit guidance.	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p>	The management of all current plantations on peat follows the guidelines outlined in the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat,' version 2 (2019), along with the accompanying audit guidance.	Complied

	- Critical (Major) compliance -																	
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.																		
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Jendarata Business Unit had established its Water Management Plan 2023 which was developed to maintain the quality and availability of natural water resources. This is made by practicing efficient water consumption through various methods. The plan emphasized on the following areas mainly for the peat soil and water for consumption management.</p> <p>a) Peat Soils – to refer to Standard Operating Procedures on cultivation of peat areas.</p> <p>b) Water for Consumption -To ensure the water pump house / water drawing facility is maintained in good condition.</p> <p>c) To ensure the pipes / tanks/ valves are not faulty / leaking and that they are repaired / replaced immediately if detected.</p> <p>d) To ensure the correct dosage of water treatments chemicals are added.</p> <p>e) To perform periodic monitoring of the untreated and treated water the treated water shall be subjected to microbial test before being allowed for human consumption.</p> <p>Drinking water analysis carried out on monthly basis to ensure water consume by workers are fit for human consumption. Drinking/domestic water analysis was carried out by 3rd party accredited laboratory for Jenderata Estate. Summary of test results as per below table:</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>April 2023</th> <th>May 2023</th> <th>June 2023</th> <th>DWQS</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>7.53</td> <td>7.64</td> <td>7.52</td> <td>6.5 - 9.0</td> </tr> <tr> <td>ADMI (color)</td> <td>ND (<10)</td> <td>ND (<10)</td> <td>ND<10</td> <td>15</td> </tr> </tbody> </table>	Parameter	April 2023	May 2023	June 2023	DWQS	pH	7.53	7.64	7.52	6.5 - 9.0	ADMI (color)	ND (<10)	ND (<10)	ND<10	15	Complied
Parameter	April 2023	May 2023	June 2023	DWQS														
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		<table border="1"> <tr> <td>TSS</td> <td>53.8</td> <td>58.3</td> <td>53.7</td> <td>1000</td> </tr> <tr> <td>Ammonia, N</td> <td>0.08</td> <td>0.07</td> <td>0.14</td> <td>1.5</td> </tr> <tr> <td>Turbidity</td> <td>0.82</td> <td>0.78</td> <td>0.8</td> <td>5</td> </tr> <tr> <td>Iron</td> <td>0.26</td> <td>0.01</td> <td>ND<0.001</td> <td>0.3</td> </tr> <tr> <td>Aluminium</td> <td>0.14</td> <td>0.11</td> <td>ND<0.001</td> <td>0.2</td> </tr> <tr> <td>E-coli</td> <td>ND (<10)</td> <td>ND (<10)</td> <td>ND (<10)</td> <td>-</td> </tr> <tr> <td>Total coliform</td> <td>ND (<10)</td> <td>ND (<10)</td> <td>ND (<10)</td> <td>-</td> </tr> <tr> <td>Free chlorine</td> <td>0.22</td> <td>0.22</td> <td>0.22</td> <td>-</td> </tr> <tr> <td>Residual chlorine</td> <td>ND (<0.1)</td> <td>ND (<0.1)</td> <td>ND (<0.1)</td> <td>0.2-5.0</td> </tr> <tr> <td>Report reference</td> <td>LW/0423/0623(2) dated 19/4/23</td> <td>LW/0523/0763(2) dated 17/5/23</td> <td>LW/0623/0990(2) dated 22/6/23</td> <td></td> </tr> </table>	TSS	53.8	58.3	53.7	1000	Ammonia, N	0.08	0.07	0.14	1.5	Turbidity	0.82	0.78	0.8	5	Iron	0.26	0.01	ND<0.001	0.3	Aluminium	0.14	0.11	ND<0.001	0.2	E-coli	ND (<10)	ND (<10)	ND (<10)	-	Total coliform	ND (<10)	ND (<10)	ND (<10)	-	Free chlorine	0.22	0.22	0.22	-	Residual chlorine	ND (<0.1)	ND (<0.1)	ND (<0.1)	0.2-5.0	Report reference	LW/0423/0623(2) dated 19/4/23	LW/0523/0763(2) dated 17/5/23	LW/0623/0990(2) dated 22/6/23		
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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>United Plantations Berhad has continued to implement the SOP on Management of Riparian Area dated 24/11/2017. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the SOP No 12: Protection of River Reserves (Riparian & Buffer Zone). The buffer zones established are as following:</p> <table border="1"> <tr> <td>River width (m)</td> <td>Buffer zone width (m)</td> </tr> </table>	River width (m)	Buffer zone width (m)	OFI																																																
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<p>- Critical (Major) compliance -</p>	<p>1 – 5</p>	<p>5</p>	
	<p>5 – 10</p>	<p>10</p>	
	<p>10 – 20</p>	<p>20</p>	
	<p>20 – 40</p>	<p>40</p>	
	<p>> 40</p>	<p>50</p>	
	<p>The management monitors the water quality through water sampling on annual basis. Monitoring of upstream, and downstream of water streams within the estates. Sighted and verified the following analysis made by an independent accredited laboratory.</p> <ul style="list-style-type: none"> a) Seri Pelangi Estate - 09/09/2022, 10 sampling points b) Jenderata Estate - 08/09/2022, 11 sampling points c) Tanarate Estate – 3/10/2022, 5 sampling points <p>Result of analysis will be summarized and calculated using Water Quality Index (WQI) to define the status of water quality class which targeted to be as minimum under class IV (irrigation purpose). Polluted Water Management Plan dated 10/6/23 is referred to in case of upset condition detected in water analysis result. Step to be followed as the following:</p> <p>Step 1: Off parameter results, resampling.</p> <p>Step 2: 8 parameters used to calculate WQI, once identified under class V remediation measure and root cause identification shall be initiated. Proposed methods shall be implemented with the management approval.</p> <p>Step 3: No improvement on water quality over 5 years, the recommendation is not to draw or discharge waste.</p>		

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<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>Palm Oil Mill Effluent (POME) is treated through anaerobic digestion process and disposed using land application with the limit BOD₃ of 5000 mg/l. Summary of POME analysis summarized as per below:</p> <table border="1" data-bbox="1137 475 1924 1169"> <thead> <tr> <th>Parameter</th> <th>April 2023</th> <th>May 2023</th> <th>June 2023</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>8.54</td> <td>8.72</td> <td>9.36</td> </tr> <tr> <td>BOD₃</td> <td>376</td> <td>269</td> <td>242</td> </tr> <tr> <td>COD</td> <td>1502</td> <td>941</td> <td>846</td> </tr> <tr> <td>TSS</td> <td>256</td> <td>367</td> <td>300</td> </tr> <tr> <td>TS</td> <td>7328</td> <td>4380</td> <td>4360</td> </tr> <tr> <td>AN</td> <td>93</td> <td>61.2</td> <td>40</td> </tr> <tr> <td>TN</td> <td>59</td> <td>17.7</td> <td>48.7</td> </tr> <tr> <td>TP</td> <td>22.7</td> <td>20.1</td> <td>16.1</td> </tr> <tr> <td>VS</td> <td>150</td> <td>146</td> <td>152</td> </tr> <tr> <td>Oil and grease</td> <td>1</td> <td>ND (<1)</td> <td>ND (<1)</td> </tr> <tr> <td>Report reference</td> <td>LW/0423/062 2(1) dated 25/4/23</td> <td>LW/0523/076 2(1) dated 18/5/23</td> <td>LW/0623/099 1(1) dated 22/6/23</td> </tr> </tbody> </table> <p>All parameters tested comply with the parameter under 2nd Schedule, CPO Regulation 1977.</p>	Parameter	April 2023	May 2023	June 2023	pH	8.54	8.72	9.36	BOD ₃	376	269	242	COD	1502	941	846	TSS	256	367	300	TS	7328	4380	4360	AN	93	61.2	40	TN	59	17.7	48.7	TP	22.7	20.1	16.1	VS	150	146	152	Oil and grease	1	ND (<1)	ND (<1)	Report reference	LW/0423/062 2(1) dated 25/4/23	LW/0523/076 2(1) dated 18/5/23	LW/0623/099 1(1) dated 22/6/23	<p>Complied</p>
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<p>7.8.4</p>	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>Mill water use per tonne of FFB is monitored and recorded on monthly basis. For 2022, ratio of water usage is 1.79 litre/mt of FFB and for 2023 to date is 1.59 litre/mt of FFB.</p>	<p>Complied</p>																																																

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 estates record the following range data and tabulate the ratio against the FFB produced to determine the efficiency of their operations. There has been initiative by the management in reducing the diesel consumption through the following.</p> <ul style="list-style-type: none"> a) Manual grass cutting reducing the tractor running hours. b) Optimum running hours of tractors. c) Scheduled maintenance of tractors. d) Reduce utilization of tractors during low crop seasons. <p>The energy management plan to reduce and eliminate wastage among others as follows;</p> <ul style="list-style-type: none"> a) To ensure minimum balance FFB ramp balance to sustain the desired FFA at the mill. b) Timely servicing of vehicles to ensure efficient use of diesel & avoid leakages. c) Regular servicing of gen-sets for a better efficiency. d) Educate employees on fuel/electricity saving practices. <p>Summary of direct fossil fuel for 2022 and 2023 to-date;</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2022</th> <th>2023 to date</th> </tr> </thead> <tbody> <tr> <td>Diesel usage (litre)</td> <td>227,918</td> <td>267,467</td> <td>125,721</td> </tr> <tr> <td>Diesel usage(litre)/ FFB (tonne)</td> <td>2.34</td> <td>2.29</td> <td>2.5</td> </tr> </tbody> </table>	Year	2021	2022	2023 to date	Diesel usage (litre)	227,918	267,467	125,721	Diesel usage(litre)/ FFB (tonne)	2.34	2.29	2.5	Complied
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		<p>As for monitoring of renewable energy used kWh/tonne CPO, data tabulated as per below:</p> <table border="1"> <thead> <tr> <th data-bbox="1137 443 1400 491">Year</th> <th data-bbox="1400 443 1659 491">2022</th> <th data-bbox="1659 443 1921 491">2023 to date</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 491 1400 643">kWh (metered from turbine) /CPO produce (tonne)</td> <td data-bbox="1400 491 1659 643">174</td> <td data-bbox="1659 491 1921 643">138.08</td> </tr> </tbody> </table>	Year	2022	2023 to date	kWh (metered from turbine) /CPO produce (tonne)	174	138.08	
Year	2022	2023 to date							
kWh (metered from turbine) /CPO produce (tonne)	174	138.08							
<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. - Critical (Major) compliance -</p>	<p>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. The plan to reduce or minimise the GHG emission has been established and incorporated with its plan to prevent pollution. Among the action plans were:</p> <ul style="list-style-type: none"> • To optimize the usage of diesel • To ensure efficiency of ETP by not processing FFB more than licensed limit • To conduct training to the employees on chemical handling <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was accurate.</p>	Complied						
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared</p>	<p>No new development area within Jendarata Certification Unit since 2014.</p>	Complied						

	and implemented (following the RSPO GHG Assessment Procedure for New Development). - Critical (Major) compliance -		
7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -	Significant pollutants identification was conducted during environmental impact assessment and base on the compliance scheduled issued by the DOE and plans are documented under environmental management plan. Implementation of plan is being monitored by appointed person in charge with target of time frame for completion. As part of Guided Self-Regulation (GSR), the progress being monitored on quarterly basis via Environmental Performance Monitoring Committee (EPMC) meeting.	Complied
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	The Group policy of "Zero open burning" is enforced since July 2008. The operating units adhered to the policy of "Zero open burning" for any replanting. Interviews with the workers showed that there is no open burning being practiced in the estates. Both estates had replanting program spanned over the forthcoming years. UPB practiced zero burning as per the policy in: a) Environment and Biodiversity Policy b) Replanting SOP - Under felling/clearing & land preparation. There was no land prepared by burning and in line with the Environment and Biodiversity Policy signed by the Chief Executive Director dated 08/03/2021.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	GFW @ Global Forest Watch, fire alerts (VIIRS) will send to notify there is any fire incident/outbreak occurred within UPB concession area in Malaysia and Indonesia. The fire prevention procedure has been established to ensure no fire breakout happen in estate. Fire drill and fire extinguishing training for emergency team in collaboration with local authority	Complied

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7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Engagement process with adjacent stakeholder is done via smallholder field day and annual stakeholder meeting. Latest stakeholder meeting was carried out on 18/5/23 for Downriver Management Unit @ Jendarata Business Unit.</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>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>No new planting and land clearing since 15 November 2018. This indicator is not applicable.</p>	Not Applicable
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>UPB has appointed Wild Asia to conduct the HCV assessment as per report titled Conservation Assessment of United Plantation Perak Estates Conservation Values & Recommendations; A Report Prepared by Wild Asia; Wild Asia's Sustainable Agriculture Initiative dated: 14/01/2008. Base on the HCV area identified during the assessment, the estates has established HCV Management Plan. The estates has also the identified Set-Aside Conservation Area in the estates.</p> <p><u>Jendarata Estate</u></p> <p>The estate has conducted in house HCV assessment on 27/05/2022 as per report titled United Plantations Berhad, Jendarata Estate, In-house Assessment for the Identification of High Conservation Values. Base on the report, the estate has identified Sg. Bernam riparian zone as HCV area under category 4. The estate has also identified Sentang Park as Set-Aside Conservation Area.</p>	Complied

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		<p>Visited the HCV identified at the riparian buffer zone for Sungai Bernam, the vegetation was well maintained and no evidence of chemical application at the area. The estates has erected signboard on prohibition of fishing, hunting, swimming and trespassing in the area.</p> <p><u>Tanarata Estate</u> UPB has appointed Sabarinah and Associates Sdn. Bhd. to conduct the HCV assessment on 27 – 29/10/2021. Refer report titled Report on High Conservation Value Area for Tanarata Estate, Unite Plantations Berhad, Teluk Intan, Perak. Base on the report, possible presence of HCV 4, buffer zone of Sg. Sungkai @ 0.56 ha. The estate has also established a Set-Aside Conservation Area @ 58.25 ha. Seri Pelangi Estate</p> <p>The estate has conducted in house HCV assessment on 10/08/2020 as per report titled United Plantations Berhad, Seri Pelangi Estate, In-house Assessment for the Identification of High Conservation Values. Based on the report, no HCV area were identified in Seri Pelangi Estate. However, the estate has identified Bengang Canal which flow through the estate as Set-Aside Conservation Area.</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly</p>	<p>The estates have established HCV management plan for the HCV identified during assessment conducted. The management plan focus on Conservation Status of Flora and Fauna, Human and Wildlife Conflict, Periodical Monitoring, Pollution Waterway, No disturbance to the Buffer zone and set aside area, Stakeholder engagement, and training for personnel and employee.</p> <p>Management plan established for HCV summarized as:</p>	Complied

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	<p>managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<table border="1"> <thead> <tr> <th data-bbox="1137 360 1644 443">Recommendation</th> <th data-bbox="1659 360 1928 443">Monitoring frequency</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 448 1644 523">To erect of signages at strategic points along boundary</td> <td data-bbox="1659 448 1928 523">On-going</td> </tr> <tr> <td data-bbox="1137 528 1644 603">To erect electrical fencing along border to prevent elephant intrusion</td> <td data-bbox="1659 528 1928 603">On-going</td> </tr> <tr> <td data-bbox="1137 608 1644 715">Prohibition of agrochemical and manuring activities at self-declared set-aside conservation</td> <td data-bbox="1659 608 1928 715">On-going</td> </tr> <tr> <td data-bbox="1137 719 1644 778">Encourage planting of jungle trees</td> <td data-bbox="1659 719 1928 778">On-going</td> </tr> <tr> <td data-bbox="1137 783 1644 847">To monitor on monthly basis for soil erosion, pollution, signs of illegal activities</td> <td data-bbox="1659 783 1928 847">Daily patrolling/monthly</td> </tr> </tbody> </table>	Recommendation	Monitoring frequency	To erect of signages at strategic points along boundary	On-going	To erect electrical fencing along border to prevent elephant intrusion	On-going	Prohibition of agrochemical and manuring activities at self-declared set-aside conservation	On-going	Encourage planting of jungle trees	On-going	To monitor on monthly basis for soil erosion, pollution, signs of illegal activities	Daily patrolling/monthly	
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7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>No HCV with existing rights of local communities have been identified in the HCV reports in both initial HCV report carried out by Wild Asia in January 2018 and internal HCV report in May 2022.</p>	Complied												
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to 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 have established HCV management plan for the HCV identified during assessment conducted. The management plan focus on Conservation Status of Flora and Fauna, Human and Wildlife Conflict, Periodical Monitoring, Pollution Waterway, No disturbance to the Buffer zone and set aside area, Stakeholder engagement, and training for personnel and employee. Latest awareness briefing on HCV was carried out on 6/3/2023.</p>	Complied												

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<p>7.12.7</p>	<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. - Minor compliance -</p>	<p>The status of HCARA, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored using HCV/Conservation area monitoring checklist on monthly basis.</p> <p><u>Jendarata Estate</u> i) Location (riparian reserve, Sentang Park @ self-declared conservation area) – 28/6/23, 31/5/23, 29/4/23, 30/3/23. ii) Animal sighting records – June 2023 & July 2023 (no sightings of RTE at HCV and self-declared conservation area.</p> <p><u>Seri Pelangi Estate</u> HCV/Conservation area monitoring checklist i) Location (self-declared conservation area – Bengal Canal) – 3/7/23, 2/6/23, 3/5/23, 4/4/23 ii) Animal sighting records – June 2023 & July 2023 (no sightings of RTE at self-declared conservation area.</p> <p><u>Tanarata Estate</u> HCV/Conservation area monitoring checklist i) Location (HCV4: buffer zone of Sungai Sungkai) – 22/6/23, 28/5/23, 20/4/23 and 23/3/23. ii) Animal sighting records – June 2023 & July 2023 (no sightings of RTE at HCV and self-declared conservation area.</p>	<p>Complied</p>
<p>7.12.8</p>	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15</p>	<p>No land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018.</p>	<p>Complied</p>

	November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -		
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Jendarata POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

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

Emission per product	tCO ₂ e/tProduct
CPO	2.94
PKO	0

Extraction	%
OER	22.77
KER	4.67

Production	t/yr
FFB Process	163,120.00
CPO Produced	37,139.98
PKO Produced	0

Land Use	Ha
OP Planted Area	11,095.17
OP Planted on peat	1,673.32
Conservation (forested)	124.00
Conservation (non-forested)	0
Total	12,892.49

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	73,617.56	0.45	0	0	0	0	73,617.56	0.45
CO ₂ Emission from fertilizer	40,821.31	0.25	0	0	0	0	40,821.31	0.25
NO ₂ Emission	22,303.27	0.14	0	0	0	0	22,303.27	0.14
Fuel Consumption	4,015.41	0.02	0	0	0	0	4,015.41	0.02
Peat Oxidation	60,842.96	0.37	0	0	0	0	60,842.96	0.37
Sink								
Crop Sequestration	-69,772.43	-0.43	0	0	0	0	-69,772.43	-0.43
Conservation Sequestration	-1,162.08	-0.01	0	0	0	0	-1,162.08	-0.01
Total	130,666.00	0.80	0	0	0	0	130,666.00	0.80

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3,564.40	0.02
Fuel Consumption	206.38	0
Grid Electricity Utilization	0	0
Credit		
Export of Grid Electricity	-2,823.74	-0.02
Sales of PKS	0	0
Sales of EFB	0	0
Total	947.04	0

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

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

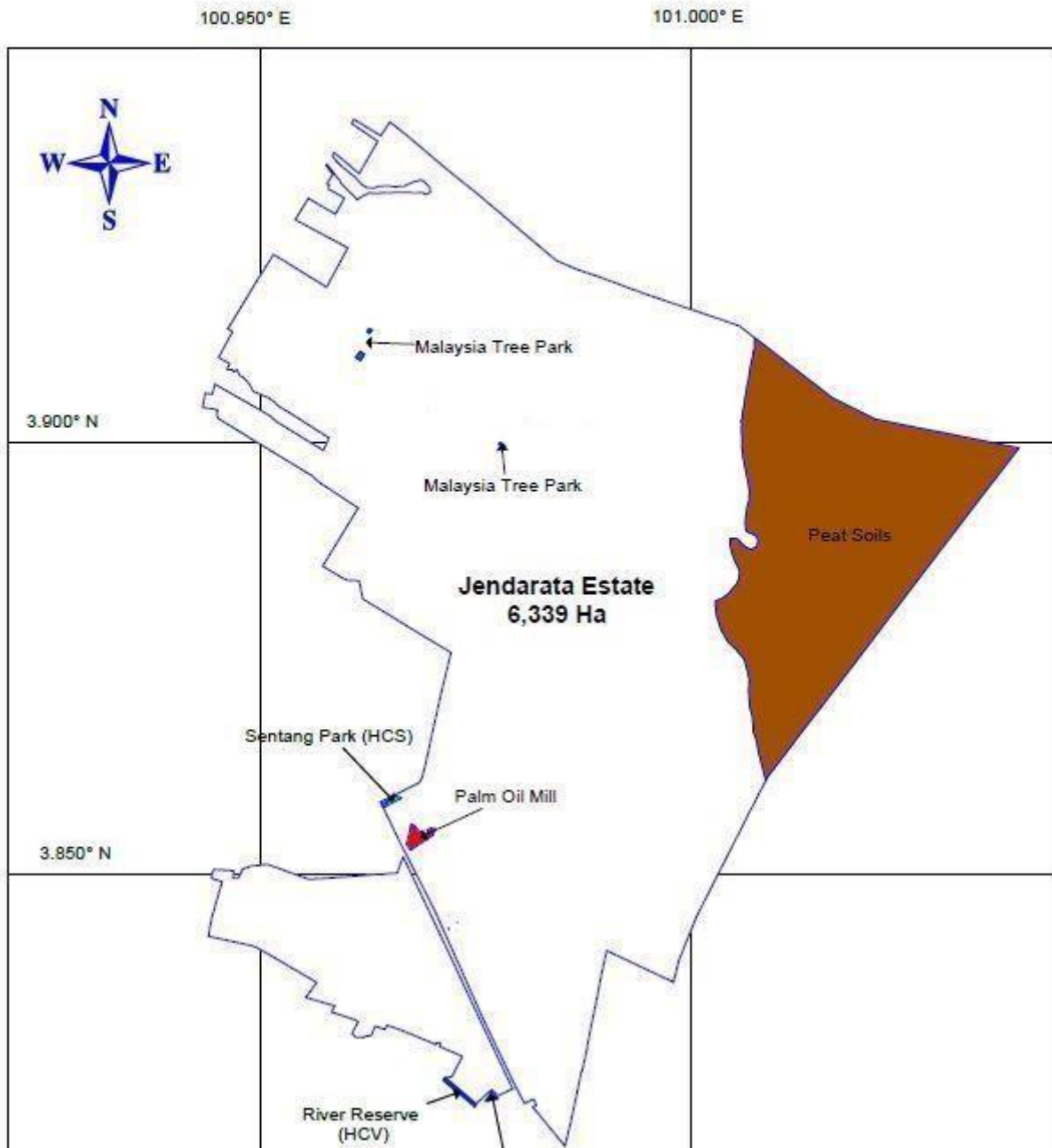
Appendix C: Location Map of Certification Unit and Supply base



Appendix D: Estate Field Map

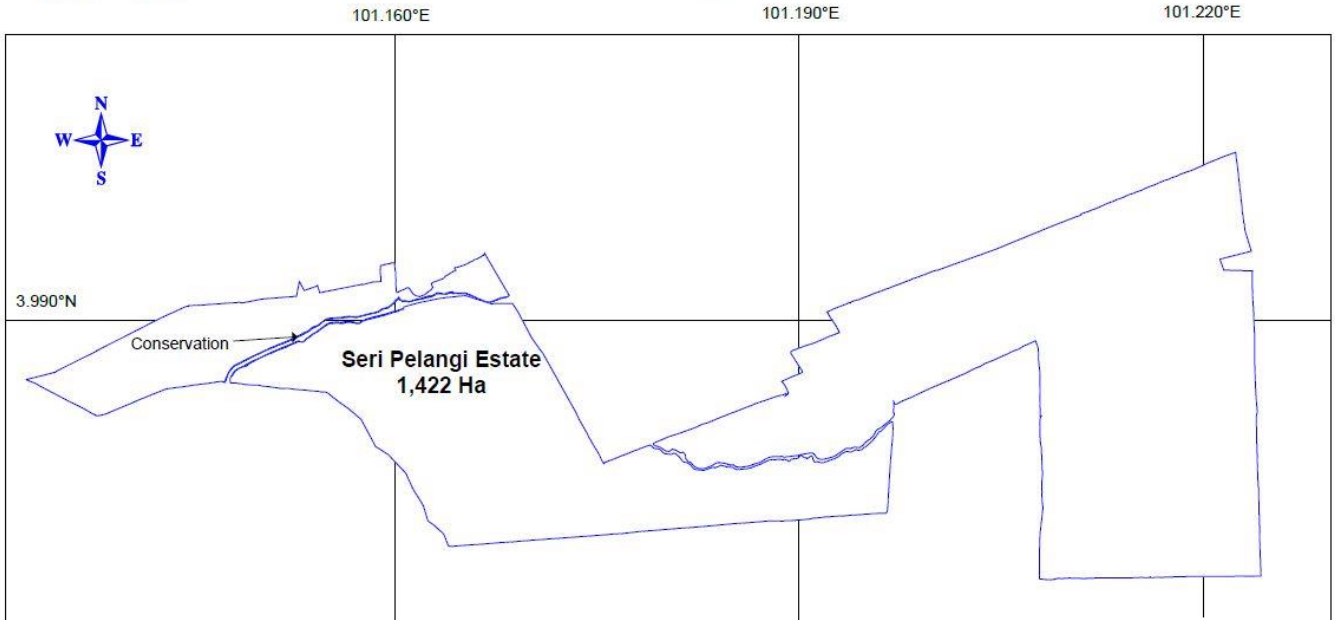


United Plantations Berhad
Jendarata Estate



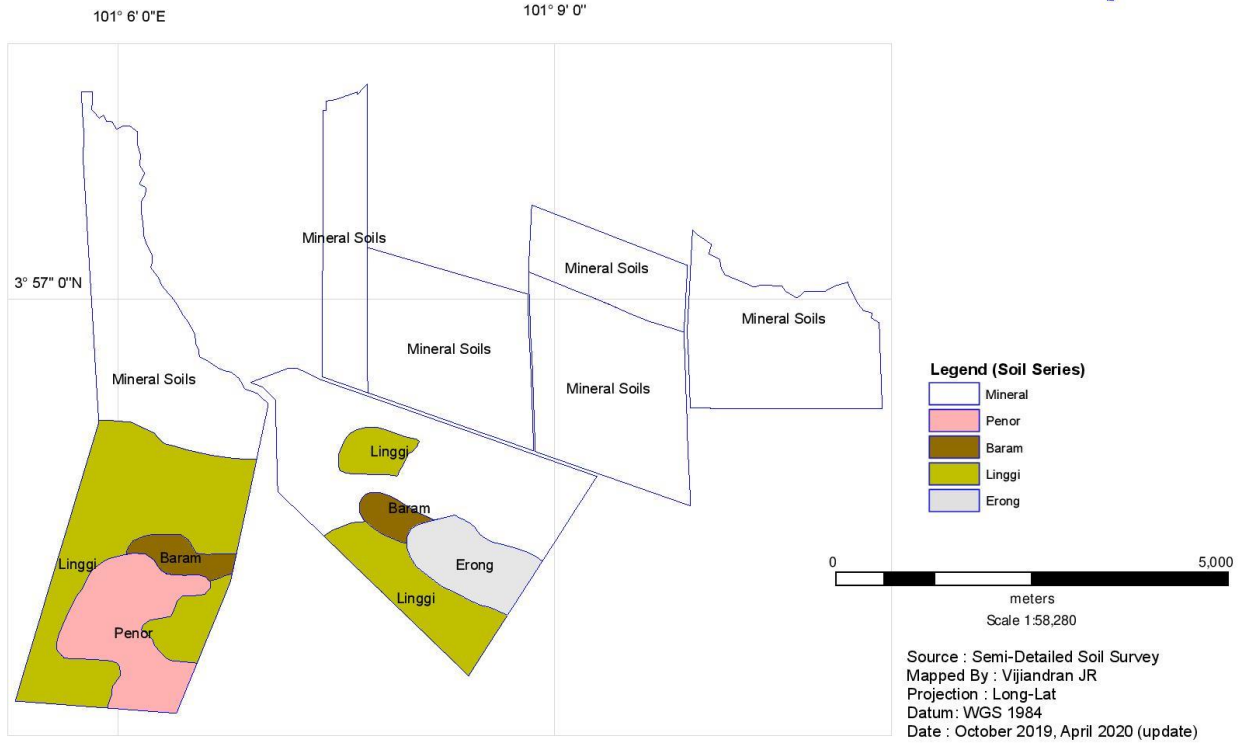


United Plantations Berhad
Seri Pelangi Estate





Peat Soil Map - Tanarata Estate (Updated April 2020)
United Plantations Berhad



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