

**MALAYSIAN SUSTAINABLE PALM OIL
3rd ANNUAL SURVEILLANCE ASSESSMENT (ASA3)
Public Summary Report**

FGV HOLDINGS BERHAD
Client Company Address: Client Company (HQ) Address: Wisma FGV, Level 20 West, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: Kulai Palm Oil Mill and Supply Base (FGVASSB Bukit Besar/Taib Andak Estate)
Date Final Report: 13/4/2022

Report prepared by:
Muhammad Fadzli Masran (Lead Auditor)

Report Number: 3293244

Assessment Conducted by:
BSI Services Malaysia Sdn Bhd,
(DSM Accreditation Number: MSPO 09112018 CB 12)
Suite 29.01 Level 29 The Gardens North Tower,
Mid Valley City Lingkaran Syed Putra,
59200 Kuala Lumpur
Tel +60392129638 Fax +60392129639
www.bsigroup.com

TABLE of CONTENTS	Page No
Section 1: Executive Summary	3
1.1 Organizational Information and Contact Person	3
1.2 Certification Information	3
1.3 Location of Certification Unit	4
1.4 Certified Area	4
1.5 Plantings & Cycle	4
1.6 Certified Tonnage of FFB	4
1.7 Uncertified Tonnage of FFB	4
1.8 Certified Tonnage	5
1.9 Actual Sold Volume (CPO)	5
1.10 Actual Sold Volume (PK)	5
Section 2: Assessment Process	6
2.1 BSI Assessment Team	7
2.2 Accompanying Persons	8
2.3 Assessment Plan	8
Section 3: Assessment Findings	11
3.1 Details of audit results	11
3.2 Details of Nonconformities and Opportunity for improvement	11
3.3 Status of Nonconformities Previously Identified and OFI	12
3.4 Summary of the Nonconformities and Status	12
3.5 Issues Raised by Stakeholders	13
Section 4: Assessment Conclusion and Recommendation	15
Appendix A: Summary of the findings by Principles and Criteria	16
Appendix B: List of Stakeholders Contacted	116
Appendix C: Smallholder Member Details	117
Appendix D: Location and Field Map	118
Appendix E: List of Abbreviations	120

Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	FGV Holdings Berhad		
Mill/Estate	MPOB License No.		Expiry Date
	FGVPISB Kulai Palm Oil Mill	500161004000	31/03/2022
	FGVASSB Bukit Besar/Taib Andak Estate	502670102000	31/03/2022
Address	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia		
Certification Unit	Kulai Palm Oil Mill and Supply Base (FGVASSB Bukit Besar/Taib Andak Estate)		
Contact Person Name	Ameer Izyanif bin Hamzah		
Website	www.fgvholdings.com	E-mail	ameer.h@fgvholdings.com
Telephone	+603-27890497	Facsimile	+603-27890440

1.2 Certification Information			
Certificate Number	Mill: MSPO 693238 Estate: MSPO 693239		
Issue Date	12/06/2019	Expiry date	11/06/2024
Scope of Certification	Mill: Production of Sustainable Palm Oil and Palm Oil Products Estate: Production of Sustainable Oil Palm Fruits		
Standard	MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Stage 1 Date	19-20/09/2018		
Stage 2 / Initial Assessment Visit Date (IAV)	14-15/01/2019		
Continuous Assessment Visit Date (CAV) 1	06-07/11/2019		
Continuous Assessment Visit Date (CAV) 2	24-25/11/2020		
Continuous Assessment Visit Date (CAV) 3	11-12/10/2021		
Continuous Assessment Visit Date (CAV) 4	-		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 693237	RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysia National Interpretation 2019	BSI Services Malaysia Sdn. Bhd.	18/02/2024

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
FGVPISB Kulai Palm Oil Mill	Kilang Kelapa Sawit Kulai, Felda Taib Andak, 81000 Kulai, Johor, Malaysia	1° 44' 21.00" N	103° 38' 50.00" E
FGVASSB Bukit Besar/Taib Andak Estate	Stesen Penyelidikan Bukit Besar, 81450 Kulai, Johor, Malaysia	1° 44' 31.00" N	103° 38' 48.00" E

1.4 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVASSB Bukit Besar/ Taib Andak	52.60	0.00	3.31	55.91	94.08
TOTAL	52.60	0.00	3.31	55.91	

1.5 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVASSB Bukit Besar/Taib Andak	0.00	52.60	0.00	0.00	0.00	52.60	0.00
Total (ha)	0.00	52.60	0.00	0.00	0.00	52.60	0.00

1.6 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jun 2021 - May 2022)	Actual (Nov 2020 - Oct 2021)	Forecast (Jun 2021 - May 2022)
FGVASSB Bukit Besar/ Taib Andak	1,350.00	1,434.41	1,450.00
Total	1,350.00	1,434.41	1,450.00

1.7 Uncertified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jun 2021 - May 2022)	Actual (Nov 2020 - Oct 2021)	Forecast (Jun 2021 - May 2022)
Felda Taib Andak	N / A	37,787.09	N / A

MSPO Public Summary Report
Revision 1 (Feb 2020)

Felda Ulu Tebrau		18,225.17	
Felda Bukit Batu		16,556.85	
Felda Inas Utara		15,994.23	
FGV Inas Selatan		10,895.34	
Md Fadzir bin Mohd Lajim		1648.58	
Eng Huat		14,467.06	
Bingan Jaya Sdn Bhd		3970.58	
Din bin Mohamad		5976.28	
Total	N / A	125,521.18	N / A

1.8 Certified Tonnage

	Estimated (Jun 2021 - May 2022)	Actual (Nov 2020 - Oct 2021)	Forecast (Jun 2021 - May 2022)
	FFB	FFB	FFB
Mill Capacity: 30 MT/hr	1,350.00	1,434.41	1,450.00
SCC Model: MB	CPO (OER: 20.00%)	CPO (OER: 20.20%)	CPO (OER: 20.90%)
	270.00	289.69	303.05
	PK (KER: 5.93%)	PK (KER: 4.63%)	PK (KER: 5.70%)
	80.00	66.36	82.65

1.9 Actual Sold Volume (CPO)

CPO (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
289.69	0.00	0.00	37.93	133.04	170.97

1.10 Actual Sold Volume (PK)

PK (MT)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
66.36	0.00	0.00	47.83	0.00	47.83

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 190 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 11 - 12/10/2021. The audit programme is included as Appendix 2.3. The approach to the audit was to treat the mill and estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

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. MS 2530-3:2013 or MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The estates or smallholders sample were determined based on formula $S = \sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSPO 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 Appendix B.

All the previous nonconformities are remains closed. The assessment findings from the initial assessment are detailed in Section 4.2.

This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification decision by BSI.

MSPO Public Summary Report
Revision 1 (Feb 2020)

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

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Kulai Palm Oil Mill	√	√	√	√	√
FGVASSB Bukit Besar/Taib Andak Estate	√	√	√	√	√

Tentative Date of Next Visit: October 3, 2022 - April 7, 2022

Total No. of Mandays: 6 mandays

2.1 BSI Assessment Team

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Muhammad Fadzli Masran (MFM)	Team Leader	<p>Education: He holds Bachelor Degree in Forestry Science, graduated from University Putra Malaysia</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018, endorsed RSPO Lead Auditor Course in July 2018, MSPO Lead Auditor Course in October 2018, endorsed RSPO Supply Chain Certification training course in January 2019, MSPO Supply Chain Certification System (SCCS) Auditor training Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course in April 2019, HCV and GIS Training in November 2019 and SMETA Requirements Training in April 2021.</p> <p>Aspect covered in this audit:</p>

MSPO Public Summary Report
Revision 1 (Feb 2020)

		<p>During this assessment, he assessed the policy and commitment, social requirements, contract agreement, human rights, workers' welfare, stakeholder consultation, legal requirements, land & legal issue</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English.</p>
Amir Bahari (AB)	Team Member	<p>Education: Holds a in Bachelor Degree in Science (Hons) Chemistry from USM & Diploma in Palm Oil Milling Tech/Management from MPOB.</p> <p>Work Experience: He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment, he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry.</p> <p>Training attended: He successfully completed the ISO 14001 Lead Auditor Course and Endorsed RSPO P&C Lead Auditor Course. He also attended HCV Awareness for RSPO/MSPO auditors on December 2016 and RSPO HCV Audit Guidelines on April 2021.</p> <p>Aspect covered in this audit: During this assessment, he assessed the aspects of legal requirements, occupational health safety requirement, HIRARC, training, environment impact assessment, natural and biodiversity conservation, waste management, economic management plan, mill best practices, estate best practices and management plan.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English.</p>

2.2 Accompanying Persons

No.	Name	Role
	Not Applicable	

2.3 Assessment Plan

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

Date	Time	Subjects	MFM	AB
Sunday 07/11/2021	-	Audit Team Travelling	√	√
Thursday 11/11/2021	08.30 - 09.00	Opening Meeting: • Opening Presentation by Audit team leader.	√	√

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Date	Time	Subjects	MFM	AB
FGVPISB Kulai Palm Oil Mill	08.30 - 12.30	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√
	09.00 - 11.30	Stakeholder interviews		√
	12.30 - 13.30	Lunch	√	√
	13.30 - 16.30	Continue with document review (MSPO part 4) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices	√	√
	16.30 - 17.00	Interim Closing briefing	√	√
Friday 12/11/2021 FGVASSB Bukit Besar Estate	08.30 - 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√
	09.00 - 11.30	Stakeholder interviews	-	√
	12.30 - 14.00	Lunch and Jumaat Prayer	√	√

MSPO Public Summary Report
Revision 1 (Feb 2020)

Date	Time	Subjects	MFM	AB
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3), P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices, P7: Development of New Planting (if any)	√	√
	16.30 - 17.00	Preparation of audit report	√	√
	17.00 - 17.30	Closing Meeting	√	√

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following MSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below.

During the assessment there were no (0) Major & one (1) Minor nonconformities and raised. The FGVPIB Kulai Palm Oil Mill and Supply Base Certification unit submitted Corrective Action Plans for the non-conformity. Corrective action plans with respect to the non-conformity 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.

Minor Nonconformities:					
Ref: 2129696-202111-N1	Area/Process: FGVPIB Kulai Palm Oil Mill			Clause: MSPO Part 4 4.4.5.4: Minor	
	Issue Date: 12/11/2021			Due Date: Next Assessment	
Requirements:	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.				
Statement of Nonconformity:	The contractor workers SOCSO contribution were not as per Employees’ Social Security Act 1969 (Act 4)				
Objective Evidence:	Noted during document review, the SOCSO contribution for the contractors’ workers were not as per Employees’ Social Security Act 1969 (Act 4). Reviewed the contribution as follows:				
	Name/ID no.	Month	Salary Range	SOCSO contribution as per act	Actual SOCSO Contribution
	Muhammad Raffizal Haqimi Mohd Rahmad 03011001XXXX	Sept 2021	1300 - 1400	30.40	28.10
	Latiff b. Nanang 62010301XXXX	Sept 2021	1800 – 1900	41.60	28.10
		May 2021	1700 - 1800	39.40	37.10
Mar 2021		1300 - 1400	30.40	25.90	
Corrections:	The salaries of contract workers who have been in excess of salary deductions for SOCSO have been paid by the contractor.				

MSPO Public Summary Report
Revision 1 (Feb 2020)

Root cause analysis:	The contractor did not refer to the "SOCSCO CONTRIBUTION TABLE" for making the payment to the contractor workers.
Corrective Actions:	<ol style="list-style-type: none"> 1. The SOCSCO contribution table given to the contractor for further action 2. The factory will ask the contractor to provide the previous month's salary statement of the contract employee each month before the latest monthly payment is made to the contractor to check on the SOCSCO contribution.
Assessment Conclusion:	The effectiveness of the implementation will be verified during next assessment.

Opportunity For Improvement		
Ref: Not Applicable	Area/Process:	Clause:
Objective Evidence:	Not Applicable	

Noteworthy Positive Comments	
1.	Good commitment from the management
2.	Positive feedbacks from the stakeholders

3.3 Status of Nonconformities Previously Identified and OFI

Major/Minor Nonconformities:		
Ref: Not Applicable	Area/Process:	Clause:
	Issue Date:	Due Date:
Requirements:	NA	
Statement of Nonconformity:	NA	
Objective Evidence:	NA	
Corrections:	NA	
Root cause analysis:	NA	
Corrective Actions:	NA	
Assessment Conclusion:	NA	
Verification Statement	NA	

3.4 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1729409-201901-M1	Major	15/01/2019	Closed on 13/02/2019
1729409-201901-M2	Major	15/01/2019	Closed on 13/02/2019
1847407-201906-M1	Major	07/11/2019	Closed on 13/01/2020



1847407-201906-M2	Major	07/11/2019	Closed on 13/01/2020
1847407-201906-M3	Major	07/11/2019	Closed on 13/01/2020
1847407-201906-M4	Major	07/11/2019	Closed on 13/01/2020
1847407-201906-M5	Major	07/11/2019	Closed on 13/01/2020
1847407-201906-M6	Major	07/11/2019	Closed on 13/01/2020
1847407-201906-N1	Minor	07/11/2019	Closed on 25/11/2020
2129696-202111-N1	Minor	12/11/2021	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues: Female Worker – She informed that the management treated the female workers equally with male workers. No discrimination occurred. The female workers were given opportunity on promotion of work based on work performance and capability. They also informed that no case of sexual harassment and domestic violence reported. She as a new mother was consulted on her needs and all the needs were provided accordingly.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Reviewed the payslips, employment contracts and records of meeting minutes of Gender Committee confirmed that no discrimination and sexual harassment reported.</p>
2	<p>Issues: Contractors – They informed that they have signed contract agreement with the FGV prior to provide services. The terms and conditions have clearly stated in the agreement included the payment term. The payment was made promptly. They also have been briefed on the SCOC where no child labour shall be employed.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Reviewed the agreements and payment records found no lapse on the payment terms.</p>
3	<p>Issues: Workers – The workers comprised of local and foreign workers. They informed that the management treated everyone equally without discrimination. Their wages are paid accordance to Employment Act 1955 and Minimum Wage Order 2020. They have the rights to join any association. For foreign workers, they are keeping their passport at the safety box inside their house with the key hold by them. They have freedom to access to the passport.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings:</p>

	Reviewed the payslips for all sampled workers found all the workers were paid as per the legal requirements.
4	<p>Issues: Smallholder – He informed that he has been briefed on the pricing mechanism for selling FFB to the mill. Payment was made on weekly basis and no delay of payment. He is aware on the complaint procedure.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Verified payment records found that no lapse on the payment.</p>
5	<p>Issues: School Teachers – They informed that there was no child labour employed by FGV as the students were attended school as per school terms. They understand the complaint procedure and so far, there is no complaint reported. No negative impact sighted for the activities carried out by the mill and estate.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Reviewed complaint records found no issue reported by the schoolteachers.</p>
6	<p>Issues: Manager, Felda Taib Andak (Settlers) – He informed that they have meeting with the mill management to discuss on the FFB matters. He is aware of the complaint procedure and informed that there is no any complaint received from settlers during the time of audit. No land dispute reported by settlers as well. Payment of the FFB sold was made on monthly basis.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Reviewed payment records found that payment was made promptly.</p>
7	<p>Issues: Workers’ Representative (Mill) – They informed that they were elected by the workers through election. They have meeting with the management to discuss any issues related to workers. All the issues reported were taken action by the management and resolved accordingly. No pending complaint during the time of audit. The wages were paid accordance to Minimum Wage Order 2020 and overtime was paid as per Employment Act 1955 and Collective Agreement.</p>
	<p>Management Responses: Noted on the positive comment.</p>
	<p>Audit Team Findings: Reviewed meeting minutes and payslips found no issue.</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment FGVPI SB Kulai Palm Oil Mill and Supply Base Certification Unit complies with the MS 2530-3:2013 or MS 2530-4:2013. It is recommended that the certification of FGVPI SB Kulai Palm Oil Mill and Supply Base Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: NOROLSAIFUL HAZRI BIN HAMID	Name: Muhammad Fadzli b. Masran
Company name: FGV HOLDINGS BERHAD	Company name: BSI Services (M) Sdn. Bhd.
Title: Sustainability Manager	Title: Client Manager
Signature: 	Signature: 
Date: 02 MAR. 2022	Date: 21/02/2022

Appendix A: Summary of the findings by Principles and Criteria

MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholders

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	FGV has established Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 approved by the Board of Directors.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	In the Group Sustainability Policy stated that FGV will continuously improve the quality of their products and services by adopting the best possible approach to enhance productivity and profitability by optimizing resource and operational efficiencies, while eliminating or minimizing negative impact on people and environment by: 1. Promoting economic growth 2. Respecting human rights 3. Protecting the environment	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	The Sustainability, Compliance and Certification Department has established annual internal audit plan for all the mills and estates. Latest internal audit through online platform was conducted on 16 – 19/08/2021 by Internal Auditor from SCCD. During the internal audit, 6 NCR were issued by the auditor.	Complied

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance									
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	FGV has established Standard Operating Procedure for Internal Audit. Refer document no. FGV/GSD-SCCD/SOP/04 dated 03/09/2020. Latest internal audit was conducted through online platform on 16 – 19/08/2021 by Internal Auditor from SCCD. During the internal audit, 6 NCR were issued by the auditor. The audit report was documented in “Checklist Integrasi Audit Dalaman Persijilan Kelestarian 2021”.	Complied									
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	The internal audit report was documented and made available for management review. As evidence, all findings from internal audit was responded by estate management within the timeframe stipulated in the Audit Procedure.	Complied									
Criterion 4.1.3 – Management Review												
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSP0 and decide on any changes, improvement and modification. - Major compliance -	The estate conducted management review meetings on annually basis. In the meetings discuss on audit results, production, environmental, social, management review, safety and health, training and housing. Reviewed the minutes meeting dated 04/12/2020.	Complied									
Criterion 4.1.4 – Continual Improvement												
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. - Major compliance -	The estate has established an improvement plan 2021 mainly on environmental and social issues with details as follows. The estate documented the program as follows; <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Concerns</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Environmental</td> <td>Recycling Campaign to foster the spirit of harmony between the staffs / local residents.</td> </tr> <tr> <td>2</td> <td>Environmental</td> <td>Planting of beneficial plants to reduce reliance on chemicals to curb P & D Issues I.e bagworms</td> </tr> </tbody> </table>		Concerns	Details	1	Environmental	Recycling Campaign to foster the spirit of harmony between the staffs / local residents.	2	Environmental	Planting of beneficial plants to reduce reliance on chemicals to curb P & D Issues I.e bagworms	Complied
	Concerns	Details										
1	Environmental	Recycling Campaign to foster the spirit of harmony between the staffs / local residents.										
2	Environmental	Planting of beneficial plants to reduce reliance on chemicals to curb P & D Issues I.e bagworms										

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings			Compliance
		3	Environmental	Proper management of empty chemical containers to ensure no chemical pollution at land and water (river).	
		4	Environmental	Effective use of papers to reduce usage of papers and avoid open burning.	
		5	Safety	Memastikan kemalangan sifar di dalam ladang tahun 2021	
		6	Social	Maulidul Rasul Celebration	
		7	Social	Yasin Reading Ceremony to instil spiritual values among the community.	
		8	Social	Raya Celebration Annually	
		9	Social	Employees birthday celebration	
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	Currently there is no new technology or work method being made in the main daily operation of the estate. The existing practice being continued.			Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	This is being made upon confirmation of any new projects. Employees were briefed of any new development in basic understanding during the weekly briefings. The management team will be informed of such development during the monthly management meetings. Dissemination of information by the RC office and SCCD are transacted during the monthly Managers meetings and emails.			Complied
4.2 Principle 2: Transparency					
Criterion 4.2.1 – Transparency of information and documents relevant to MSP0 requirements					

Criterion / Indicator		Assessment Findings	Compliance
4.2.1.1	<p>The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>FGV has established Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016.</p> <p>Request for information and response is handle based on procedure. The procedure covering the internal and external parties. As per clause 6.2.3 "Jangka masa Untuk Komunikasi Luar" (Timeline to Response) were divided into two: -</p> <ol style="list-style-type: none"> 1. Within 2 weeks from date received information which require response. 2. Within 1 week from completion of investigation. <p>Sighted at estate notice board the Standard Operating Procedure is displayed in Bahasa Malaysia.</p>	Complied
4.2.1.2	<p>Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016 under section 7.0 "Rekod Terlibat", publicly available document as follows:</p> <ul style="list-style-type: none"> • Land Title • Safety and Health Plan • Environment and Social Management Plan. • HCV report. • Pollution Prevention Plan • Record of complaint and grievances. • Continuous Improvement Plan. • Human Rights Policy. • List of stakeholders 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Communication procedure • OSH Minute Meetings • Monthly Management Minutes Meeting • Internal Memo and Circulars <p>The estate has issued a memo to all the stakeholders on the publicly available document in the estate. Refer memo no (01) MEMO-RSPO/MSP0 2021 dated 05/01/2021.</p>	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>FGV has established Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016.</p> <p>This is including request and consultation with internal and external parties. The procedure stated:</p> <ol style="list-style-type: none"> 1. Internal communication <ol style="list-style-type: none"> a. Management to employee: <ul style="list-style-type: none"> - morning muster - memo and surat pekeliling dalaman - poster and notice board - continues campaign b. Employee to management <ul style="list-style-type: none"> - suggestion box - morning muster - through employee representative - site visit from manager 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		2. External communication - policies being circulated with the stakeholders - report to the environmental department and DOSH	
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	The estate has appointed the Executive, FGVAS Bukit Besar as Social Officer as per appointment letter no. (1)LANTIKAN/RSPO/MSPO 2021 dated 04/01/2021 signed by the Estate Manager.	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	The estate has established list of stakeholders. The list was divided into neighboring, internal and external stakeholders. As for Movement Control Order and National Recovery Plan in Malaysia restricted the meeting involving large no of person, the estate had made an initiative to provide information and have feedbacks from the stakeholders by meeting the stakeholders individually. Among the information shared with the stakeholders as follows: 1. Memo on Publicly Available document in the office dated 05/01/2021. Refer memo no. (01)MEMO-RSPO/MSPO 2021 2. Memo on Prohibition on Open Burning and Fire Prevention Control Plan dated 05/01/2021. Refer memo no. (02)MEMO-RSPO/MSPO 2021 3. Memo on Publicly Available document in the office dated 05/01/2021. Refer memo no. (01)MEMO-RSPO/MSPO 2021 4. Memo on Methods of Channeling Complaints and Grievances dated 05/01/2021. Refer memo no. (01)MEMO-RSPO/MSPO 2021 Reviewed the acknowledgement of acceptance of the memo dated 11/10/2021.	Complied
Criterion 4.2.3 – Traceability			

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	FGV has established Standard Operating Procedure for traceability and documented in Standard Operating Procedure for "Mengangkut BTS Ke Kilang". Refer document no. MLSL (ed.3) Sec. 4 (8.0) dated 01/09/2017.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Various means were available on how to monitor the traceability where among others the updating of FFB delivery records, through month end account closing and internal audit. Based on the records of FFB delivery, it was found that the procedure of traceability was well implemented. Reviewed "Borang Penggreddan BTS di Ladang" dated 10/07/2021, 08/07/2021, 07/07/2021 and 06/07/2021.	Complied
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	The estate has appointed the Field Supervisor as person responsible as per appointment letter no. (04) LANTIKAN-RSPO/MSPO 2021 dated 04/01/2021.	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	The estate maintains the records for all FFB transported to the mill. Reviewed the FFB dispatch records no. 00952 dated 08/11/2021 and no. 00953 dated 09/11/2021.	Complied
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	A mechanism to ensure compliance to legal and other requirement has been documented in Manual Lestari established from the Head Office level. i. The Legal Department will undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as	Complied

Criterion / Indicator		Assessment Findings	Compliance															
		<p>monitoring the status of legal compliance.</p> <p>ii. Thereafter the estates and mill where applicable will be notified via email on the changes/update of LORR for implementation.</p> <p>Licenses/permit viewed as complied by the mill for the legislative requirement among others viewed were as follows.</p> <table border="1"> <thead> <tr> <th></th> <th>Licence/permit</th> <th>Validity Period</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>MPOB no 502670102000</td> <td>31/3/2022</td> </tr> <tr> <td>2</td> <td>KPDNKK – Permit to store diesel</td> <td>23/10/17-22/10/18</td> </tr> <tr> <td>3</td> <td>Jab Tenaga Kerja - Gaji</td> <td>Effective 11/10/16</td> </tr> <tr> <td>4</td> <td>CHRA</td> <td>Effective 03/12/19</td> </tr> </tbody> </table>		Licence/permit	Validity Period	1	MPOB no 502670102000	31/3/2022	2	KPDNKK – Permit to store diesel	23/10/17-22/10/18	3	Jab Tenaga Kerja - Gaji	Effective 11/10/16	4	CHRA	Effective 03/12/19	
	Licence/permit	Validity Period																
1	MPOB no 502670102000	31/3/2022																
2	KPDNKK – Permit to store diesel	23/10/17-22/10/18																
3	Jab Tenaga Kerja - Gaji	Effective 11/10/16																
4	CHRA	Effective 03/12/19																
4.3.1.2	<p>The management shall list all laws applicable to their operations in a legal requirement register.</p> <p>- Major compliance -</p>	<p>The documented legal register with written information on legal requirements applicable to the estate operation is available. The record titled "<i>Senarai Rujukan Akta Dan Berdaftar Perundangan</i>" issued by the SCCD last dated 20/08/2021. Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills. The identified legal among others includes;</p> <p>a) Pesticides Act 1974 and Regulations, b) Environmental Quality Act and Regulations 1974, c) Factories and Machinery Act and Regulations, 1967 d) Weights and Measures Regulations 1981 e) Electricity Regulations 1994 f) Immigration Act 1959 g) Occupational Safety and Health Act 1994 h) Employment Act 1955</p>	Complied															

Criterion / Indicator		Assessment Findings	Compliance
		i) Industrial Relations Act 1967 j) Children and Young Persons (Employment) Act 1966 k) MPOB Regulations (Licensing) 2005, EQ (Prescribed Premise) (Crude Palm Oil) Regulations 1977 l) Industrial Code of Practice for Confined Space 2010. m) MPOB licensing Regulation 2005. n) Akta Polis 1967 o) Akta Pencegahan Dan Pengawalan Penyakit Berjangkit 1988 p) Akta Std Min Perumahan Dan Kemudahan Pekerja 2019 (Pindaan) q) Perintah Gaji Minima 2020.	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The Legal Department will update changes and communicate to the mill and estates via email. Thereafter the operating units will view the relevancy and adopt into the compliance list. This is also assisted via the Region Office and through personnel from SCCD during the site visits and audits.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	Tracking system available to identify changes in the relevant regulations through head office, website information and the information are communicated from the Group Head Office. This correspondence was sighted via an email issued from Head Office for the operating units to update and comply where applicable. The PIC for the legal matters for the estate is En Mohd Firdaus Ibrahim a Supervisor. Letter dated 04/1/2020 issued by the Estate Manager was sighted and verified.	Complied
Criterion 4.3.2 – Lands use rights			

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	FGV Agriculture Services Sdn. Bhd. did not acquire land from landowners. The land was leased to FELDA by the government. FELDA give the right to use the land to FGV Agriculture Services Sdn. Bhd. There were no issues of land disputes. There was no evidence that the oil palm plantation activities are diminishing the land use rights of other users.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	The mill land ownership for 55.91 ha as per agreement entitled "Kelulusan Cadangan Kadar Pajakan Tanah bagi Pembaharuan Pajakan FGV Agri Services (FGVASSB) keatas Tanah FELDA Seluas 6751.665 Hektar". Refer letter no. (45)1450/1/11 Pt. 2 dated 09/04/2021.	Complied
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	FGV AS Bukit Besar/Taib Andak Estate boundary clearly demarcated with concrete pole fences as sighted at blok 4 and 5 adjacent with Gedung Makanan Negara.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	FGV has established procedure to handle any land dispute and recorded in "Pengenalpastian dan penyelesaian pertikaian tanah". Refer document no. ML-1A/L1-Pr10 (0) dated 01/06/2016. No land dispute was recoded for FGV AS Bukit Besar/Taib Andak.	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	The land is legally owned by FELDA and leased to FGV AS Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	The land is legally owned by FELDA and leased to FGV AS Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	The land is legally owned by FELDA and leased to FGV AS Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	<p>SIA was conducted by Plantation and Sustainability Department (PSD) as per "Laporan Penilaian Impak Sosial Ladang FASSB Bukit Besar". Refer document no. 1/2018 dated 07/08/2018</p> <p>The assessment has involved the participation of stakeholders such as internal workers, teacher, surrounding communities and contractor.</p> <p>Social Impact Assessment Procedure, FGV/ML-1A/L2-Pr21 issue 1, Revision 2 dated March 2019 under 6.1.9.2 stated stakeholder consultation to be conducted once in 2 years. As for Movement Control Order and National Recovery Plan in Malaysia, the renewal of the Social Impact Assessment was postponed.</p> <p>The negative impacts and positive impacts that raised during the assessment were incorporated into the management plan.</p> <p>The estate has established Social Management plan base on the SIA conducted and feedbacks from the stakeholders. Reviewed the management plan dated 09/11/2021 and the implementation of the management plan as follows:</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		1. Late received of passport after permit renewal – the estate will follow up with the related department and immigration on the renewal process 2. Application to take leave to go back to home countries – as Malaysia yet to open the country borders for foreign workers, the leave is postponed. However, for those who want to go back for good, there is no restriction.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	Procedures for Complaints and Grievances was documented in Menangani Aduan dan Rungutan. Refer document no. ML-1A/L2-Pr13 issue 0 dated 01/06/2016. This procedure covers: <ul style="list-style-type: none"> a. Problem with the management b. Housing and Workers Housing Problem c. Problem involving estate management d. Complaint & grievance facilities e. Complaint/grievance involving estate workers welfares f. Freedom of speech in welfare meeting FGV has established Whistleblowing Policy. Refer document no. FGV/GGD/POL/001, rev. 8.0 approved by the Board of Directors on 17/11/2020 Policy of whistle-blower policy was established in the sustainability manual 1A dated 1/8/06. The issues emphasized in the policy were Whistleblowing e-form at www.fgvholdings.com if you wish to report or raise concerns related to abuse of power, fraud, bribery, sustainability issues and other misconducts.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		The policy will ensure identity will be protected. In addition the company has established a hotline number 1800-88-8717 and alert mail alert@fgvholdings.com.	
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	For grievances from external stakeholders, the estate has established form "Borang Aduan" to records all the grievances. The form was placed together with the grievances box outside the office. As to date, no grievances were received from external stakeholders. For internal stakeholders, all grievances were recorded in complaints logbook. Reviewed the complaints/grievances made by the internal stakeholders were resolve on timely manners.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	For grievances from external stakeholders, the estate has established form "Borang Aduan" to records all the grievances. The form was placed together with the grievances box outside the office. For internal stakeholders, all grievances were recorded in complaints logbook.	Complied
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	Interview with internal and external stakeholder during stakeholder consultation found that they were aware of the complaint procedure and were briefed by the management during stakeholder meeting.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	The records of complaint for the past 24 months (since November 2019) were available in the complaint records book.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			

Criterion / Indicator		Assessment Findings	Compliance
4.4.3.1	<p>Growers should contribute to local development in consultation with the local communities.</p> <p>- Minor compliance -</p>	<p>The estate is committed and have contributed to local development. The contribution made to the internal and external stakeholders. As evidence, the estate has contributed Lunch Box to all workers from 09 - 15/07/2021 as per email from Human Resource Department for Enstek and South Zone dated 09/07/2021.</p>	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	<p>An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The Group Occupational Safety & Health Management Policy had been established and implemented as follows; 'Pernyataan Polisi Kesihatan Dan Kesihatan Keselamatan signed by CEO dated 05/11/21".</p> <p>Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. The Policy is implemented among others through the OSH activities by the on-site Safety Health Officers and monitored by OSH/Plantations Sustainability Department from Head Office.</p>	Complied
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied 	<ul style="list-style-type: none"> a. Briefings to employees are made through weekly briefing and ad-hoc basis through the field staff/Executives. Subjects among others include safety policies, fields operations, road safety, zero harm, and precautionary measures, dialogue. Content includes among others to prioritise safety, execute work safely, adhere all safety rules and regulations and to target zero accident. Apart from specific session, safety policy and targets were available on display board printed in both English & Bahasa Malaysia. b. HIRARC for the estate are available and with latest review formalised on Sept 2018. All the main activities were covered. HIRARC for both 	Complied

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator	Assessment Findings	Compliance																																												
<p>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance –</p>	<p>the estates were sighted having details as follows of common activities.</p> <table border="1" data-bbox="1093 502 1899 673"> <thead> <tr> <th>No</th> <th>Activity</th> <th>No</th> <th>Activity</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Office</td> <td>5</td> <td>Pruning & harvesting</td> </tr> <tr> <td>2</td> <td>Pest & Disease</td> <td>6</td> <td>Fertiliser application</td> </tr> <tr> <td>3</td> <td>Weeding</td> <td>7</td> <td>Palm Mounding</td> </tr> <tr> <td>4</td> <td>Rat Baiting</td> <td>8</td> <td>Waste management</td> </tr> </tbody> </table> <p>All HIRARC were verified and approved accordingly.</p> <p>c. The estate provides training to the workers and staff exposed to pesticides and chemicals. The following training sessions were recorded.</p> <table border="1" data-bbox="1084 866 1892 1070"> <thead> <tr> <th></th> <th>Date</th> <th>Training Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>17/7/21</td> <td>Weeding / spraying</td> <td>Entire</td> </tr> <tr> <td>2</td> <td>09/7/21</td> <td>Fertiliser application</td> <td>Entire</td> </tr> <tr> <td>3</td> <td>15/2/21</td> <td>IPM management</td> <td>Entire</td> </tr> <tr> <td>4</td> <td>13/9/21</td> <td>Policies MSPO RSPO briefing</td> <td>Entire</td> </tr> <tr> <td>5</td> <td>23/9/21</td> <td>SW management</td> <td>Entire</td> </tr> </tbody> </table> <p>Details of other training are available 4.4.6.1 (training and competency). OSH programs are also included. Common programs are initiated from HQ level e.g. OSH meeting, workplace inspection, inspection on PPE, training on MSPO/RSPO etc.</p> <p>d. The estates provide PPE to the employees such as apron, safety helmets, safety shoes relevant to the work handled by the workers. During the site visit workers were observed to be in PPE. PPE items includes the following;</p>	No	Activity	No	Activity	1	Office	5	Pruning & harvesting	2	Pest & Disease	6	Fertiliser application	3	Weeding	7	Palm Mounding	4	Rat Baiting	8	Waste management		Date	Training Subject	Attendee	1	17/7/21	Weeding / spraying	Entire	2	09/7/21	Fertiliser application	Entire	3	15/2/21	IPM management	Entire	4	13/9/21	Policies MSPO RSPO briefing	Entire	5	23/9/21	SW management	Entire	
No	Activity	No	Activity																																											
1	Office	5	Pruning & harvesting																																											
2	Pest & Disease	6	Fertiliser application																																											
3	Weeding	7	Palm Mounding																																											
4	Rat Baiting	8	Waste management																																											
	Date	Training Subject	Attendee																																											
1	17/7/21	Weeding / spraying	Entire																																											
2	09/7/21	Fertiliser application	Entire																																											
3	15/2/21	IPM management	Entire																																											
4	13/9/21	Policies MSPO RSPO briefing	Entire																																											
5	23/9/21	SW management	Entire																																											

Criterion / Indicator		Assessment Findings	Compliance					
		<ul style="list-style-type: none"> i. Mask / Nitrile gloves ii. Dupont apron / Goggles iii. Vest / Safety helmets <p>e. The estate had established SOP for chemical handling and documented is available in the following document.</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat ii. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>The document was sighted.</p> <p>f. The Estate Manager is appointed as the Chairman of the ESH committee via letter signed by the Head R & D Division 02/1/2021. The Manager subsequently assigned duties of ESH coordinator to the Assistants for the down line implementation of ESH practices in the estate. All identified Executives were officially given a letter for such an appointment.</p> <p>g. The estate management conducts regular two-way communication with their employees through the quarterly ESH meeting. The dates of meeting held by the estate are recorded below.</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>Estate</td> <td>4th</td> <td>3rd</td> <td>2nd</td> <td>Ist</td> </tr> </table>	Estate	4th	3rd	2nd	Ist	
Estate	4th	3rd	2nd	Ist				

Criterion / Indicator		Assessment Findings					Compliance
		Taib Andak	24/9/21	21/06/21	19/03/21	31/12/20	
		<p>The minutes of meeting randomly were sighted and verified. Workers during the meeting participated in the discussion mainly on housing and safety. All units adopted the agenda as released SCCD. This agenda list was sighted and adequate to discuss salient issues relating safety, environmental and health. The agenda as discussed during the meeting among others includes the following;</p> <ul style="list-style-type: none"> <i>i. Lapuran Pemakaian PPE</i> <i>ii. Lapuran Prestasi ESH/Kesehatan</i> <i>iii. Lapuran LatIhan & SOP/HIRARC</i> <i>iv. Lapuran Pematuhan Undang-Undang</i> <i>v. Lapuran Kemalangan Region</i> <i>vi. Lapuran Pemeriksaan Tempat Kerja</i> <i>vii. Lapuran Kesehatan & Kawasan Perumahan</i> <i>viii. Lapuran Bahan Buangan Terjadual/Isu Alam Sekitar</i> <p>h. The accident and emergency procedures are available. There was formation of ERP Team & ERP for all the identified incidences. The organisation chart for the ERP team was established and displayed for information of the employees. The important telephone contact numbers were also provided therein. ERT are initiated for fire & flood, chemical spillage. Procedures guidelines were produced by SCCD and amended to tailor to the situation differences in the estate. ERP currently only confined to fire situation.</p> <p>i. The estate trained their nominated employees for First Aid mainly for those involved in the field operations. A First Aid Kit equipped with</p>					

**MSP0 Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings	Compliance								
		<p>approved 16 items is available and replenished on a weekly basis. Distribution of the 1st Aid Kit for the estate are made at the following places/personnel; Office / AP Post / Chemical Store / Fertiliser Store / Workshop / Field staff / Mandores. The boxes kept by the mandore were sighted during the field visit. Regular briefing to the 1st Aid Kit holders on the management of the content and usage.</p> <p>j. Records of all accidents are kept in the estate for a min of 10 years. Accident incidences if any are reviewed during safety meetings. DOSH submission JKKP 8 was complied under the legislative requirement. The estate recorded zero accident in 2020 and 2021 till Oct 21 closing</p> <table border="1"> <thead> <tr> <th>Cases</th> <th>LTI</th> <th>Non LTI</th> <th>JKKP 8 submission</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> <td>08/1/2021</td> </tr> </tbody> </table>	Cases	LTI	Non LTI	JKKP 8 submission	0	0	0	08/1/2021	
Cases	LTI	Non LTI	JKKP 8 submission								
0	0	0	08/1/2021								
Criterion 4.4.5: Employment conditions											
4.4.5.1	<p>The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.</p> <p>- Major compliance -</p>	<p>FGV has established Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 approved by the Board of Directors.</p> <p>Under section 5.2 Respecting Human Rights stated the company commitment to respect human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable internal human rights treaties, subject to the laws and regulations of the countries and which territories of FGV Group operates.</p>	Complied								

Criterion / Indicator		Assessment Findings	Compliance
		The policy was communicated to the employee through morning briefing, training and displayed at designated places in the estate. Reviewed the Group Sustainability Policy briefing dated 11 – 12/08/2021.	
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.1 Equality and Non-Discrimination. The section stated that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	Complied
4.4.5.3	Management shall ensure that employees’ pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	As stated in the Employment contract issued to the workers under section 5. Salaries and wages. Reviewed the pay slips for the month of February, May and September 2021. for employee with ID no. as follows: 1. PB001919009 2. PB001919014 3. PB001919012 4. PB001919010 The salary payment was found accordance with the Employment Contract and Minimum Wage Order 2020.	Complied
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	There is only one contractor (Ahmad Bin Hashim) hired by the estate to transport FFB to the mill. The job is done through assistance from his son. Pay slip is not necessary as the business is run on family basis.	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>All the recruited workers will be registered in the Human Resource Management System (OPMS) where personal details such as name, nationality, date of employed, job description, wage rate, date of birth, gender and entitlement of public holiday was stated in the biodata form.</p>	Complied
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>The estate has issued an employment contracts to the workers. The workers are required to read, understand and signed the agreement prior working. The contract contains clauses such as:</p> <ol style="list-style-type: none"> 1. Agreement period 2. Probation period 3. Working days/hours 4. Jobs description 5. Salaries and wages 6. Housing facilities and accommodation 7. Transportation 8. Medical checkup and medical benefits 9. Accommodation, Personal Protection Equipment and working tools 10. Payment for recruitment and passport and permit renewal 11. Insurance 12. Employee deaths 13. Rest day, annual leaves, public holidays, leaves for going back to home countries, sick leaves 14. Disciplinary and attitude 	Complied

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
		<p>15. Termination of employment contract 16. Etc.</p> <p>The contracts were provided to the workers with their mother language. Reviewed the contracts for employee with i.d no. as follows:</p> <ol style="list-style-type: none"> 1. PB001919009 signed on 16/03/2020 2. PB001919014 signed on 16/03/2020 3. PB001919012 signed on 16/03/2020 4. PB001919010 signed on 16/03/2020 <p>The workers were provided with a copy of the contract. Reviewed the acknowledgement of receiving and understanding of the contract dated 16/03/2020.</p>	
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>The working hours are recorded using Pocket Check - roll system. The pocket check -roll will be verified by supervisor daily.</p>	Complied
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.</p> <p>- Major compliance -</p>	<p>Normal working hours is 8 hours/day. Total monthly working hours is 208 hours. Verified the pays lips, the payment and calculation of overtime well distributed.</p>	Complied
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>Salary slips clearly shows the calculations of gross salary, all deductions and net salary of a worker. Workers interviewed confirmed that they are being paid more than the stipulated minimum wage and that they understand all the deductions being made.</p>	Complied

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Reviewed the pay slips for the month of February, May and September 2021. for employee with i.d no. as follows:</p> <ol style="list-style-type: none"> 1. PB001919009 2. PB001919014 3. PB001919012 4. PB001919010 <p>The salary payment was found accordance with the Employment Contract and Minimum Wage Order 2020.</p>	
4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.</p> <p>- Minor compliance -</p>	<p>All local workers, staffs and executives, all of them are covered under EPF & SOCSO as required by the Malaysian Laws and Regulations.</p> <p>The company is also providing free transportation to send the workers to town for daily goods purchased once a month. Other than that, subsidy of water RM 4 and electricity RM 6 was provided.</p>	Complied
4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p> <p>- Major compliance -</p>	<p>Housing is provided to workers with basic amenities. Water and electricity are supplied by public domain. There are complete facilities such surau, bathroom and kitchen. Other than that, subsidy of water RM 4 and electricity RM 6 was provided.</p>	Complied
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.5 Preventing Harassment and abuse.</p> <p>In the policy stated the FGV group shall not tolerate any form of harassment and abuse including physical, sexual, physiological or verbal. Everyone shall be treated with respect and dignity.</p>	Complied

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance																												
4.4.5.13	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.2.9 stated that FGV Group recognizes and respects employees' rights to freedom of association and collective bargaining.</p> <p>Reviewed the latest agreement between FGV Palm Industries Sdn. Bhd. and "Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020.</p>	Complied																												
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.2.4.</p> <p>The policy stated while FGV is committed to employ only person with the age of 18 and above, FGV recognizes that Malaysian laws allow for young person to be engage in certain forms of employment.</p>	Complied																												
Criterion 4.4.6: Training and competency																															
4.4.6.1	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>Taib Andak Estate held the following training sessions.</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>Training Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>18/10/21</td> <td>First Aid Box / Fire extinguishers</td> <td>Entire</td> </tr> <tr> <td>2</td> <td>13/7/21</td> <td>MSPO/RSP0 working at height</td> <td>Entire</td> </tr> <tr> <td>3</td> <td>18/5/21</td> <td>PPE adherence and management</td> <td>Entire</td> </tr> <tr> <td>4</td> <td>13/9/21</td> <td>Harvesting safety SOP</td> <td>Entire</td> </tr> <tr> <td>5</td> <td>17/7/21</td> <td>Weeding / spraying</td> <td>Entire</td> </tr> <tr> <td>6</td> <td>09/7/21</td> <td>Fertiliser application</td> <td>Entire</td> </tr> </tbody> </table>		Date	Training Subject	Attendee	1	18/10/21	First Aid Box / Fire extinguishers	Entire	2	13/7/21	MSPO/RSP0 working at height	Entire	3	18/5/21	PPE adherence and management	Entire	4	13/9/21	Harvesting safety SOP	Entire	5	17/7/21	Weeding / spraying	Entire	6	09/7/21	Fertiliser application	Entire	Complied
	Date	Training Subject	Attendee																												
1	18/10/21	First Aid Box / Fire extinguishers	Entire																												
2	13/7/21	MSPO/RSP0 working at height	Entire																												
3	18/5/21	PPE adherence and management	Entire																												
4	13/9/21	Harvesting safety SOP	Entire																												
5	17/7/21	Weeding / spraying	Entire																												
6	09/7/21	Fertiliser application	Entire																												

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance																																														
		7	16/6/21	Vehicle driving – safety	Entire																																															
		8	12/10/21	COVID -19 briefing	Entire																																															
		9	15/2/21	IPM management	Entire																																															
		10	13/9/21	Policies MSPO RSPO briefing	Entire																																															
		11	17/6/21	FFB grading	Entire																																															
		12	17/6/21	Open burning	Entire																																															
		13	29/7/21	Harvesting SOP	Entire																																															
		14	21/6/21	Policies briefing	Entire																																															
		15	07/9/21	Induction Program Refresher FW	Entire																																															
		16	23/9/21	SW management	Entire																																															
		17	16/6/21	HCV/RTE briefing	Entire																																															
		18	05/5/21	Workers transportation	Entire																																															
		19	21/2/21	PPE adherence and management	Entire																																															
		Training for the estate is an on-going activity and held along with the annual program.																																																		
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>The training needs for the estate for the 2020/21 program has been established. The details of the training needs include categories of job descriptions, sections, and employees’ group. Included in this program are subjects among others are;</p> <table border="1"> <thead> <tr> <th></th> <th>Subject</th> <th>Jan-April</th> <th>May- Aug</th> <th>Sept- Dec</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Safety driving</td> <td>/</td> <td></td> <td></td> </tr> <tr> <td>2</td> <td>HIRARC OSH</td> <td></td> <td>/</td> <td></td> </tr> <tr> <td>3</td> <td>First Aider</td> <td></td> <td>/</td> <td></td> </tr> <tr> <td>4</td> <td>Mini tractor driving</td> <td></td> <td>/</td> <td></td> </tr> <tr> <td>5</td> <td>Scheduled waste</td> <td></td> <td></td> <td>/</td> </tr> <tr> <td>6</td> <td>Safety awareness /ERP</td> <td></td> <td></td> <td>/</td> </tr> <tr> <td>7</td> <td>Chemical handling/PPE</td> <td></td> <td></td> <td>/</td> </tr> <tr> <td>8</td> <td>FFB quality /harvesting</td> <td>/</td> <td></td> <td></td> </tr> </tbody> </table>						Subject	Jan-April	May- Aug	Sept- Dec	1	Safety driving	/			2	HIRARC OSH		/		3	First Aider		/		4	Mini tractor driving		/		5	Scheduled waste			/	6	Safety awareness /ERP			/	7	Chemical handling/PPE			/	8	FFB quality /harvesting	/			Complied
	Subject	Jan-April	May- Aug	Sept- Dec																																																
1	Safety driving	/																																																		
2	HIRARC OSH		/																																																	
3	First Aider		/																																																	
4	Mini tractor driving		/																																																	
5	Scheduled waste			/																																																
6	Safety awareness /ERP			/																																																
7	Chemical handling/PPE			/																																																
8	FFB quality /harvesting	/																																																		

Criterion / Indicator		Assessment Findings	Compliance					
		<table border="1"> <tr> <td>9</td> <td>Scheduled waste /ERP</td> <td></td> <td></td> <td>/</td> </tr> </table> <p>Schedule is subject to changes by the management.</p>	9	Scheduled waste /ERP			/	
9	Scheduled waste /ERP			/				
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>Training details are planned and summarised in the OSH program. This is in compliance and detailed in 4.4.6.1 above. Training program are made on annual basis. In addition, it is subject for a review during the financial year should need arises.</p>	Complied					
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services								
Criterion 4.5.1: Environmental Management Plan								
4.5.1.1	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>There is a Group Policy titled "Pernyataan Polisi Alam Sekitar FGV Holdings Berhad" dated 05/11/2021 signed by the Group CEO mainly in relation to environmental protection. Therein the policy among others contained commitment towards;</p> <ul style="list-style-type: none"> i. to protecting the environment and conserving biodiversity through sustainable development. ii. Abide by all legislative requirement iii. Manages environmental risk and providing reasonable resources to minimise risk and pollution to environment iv. Continuing and improving efficiency towards enhancing environment. <p>From field visits and interviews with the workers there is no open burning being practiced in the estate.</p>	Complied					

Criterion / Indicator		Assessment Findings		Compliance																																												
<p>4.5.1.2</p>	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations. <p>- Major compliance -</p>	<p>The aspect and impact analysis for all the estate operations are documented on Aug 2017 and revised annually latest being on 03/8/21. In the comprehensive report, the study of aspect and impact are aimed to;</p> <ul style="list-style-type: none"> i. Plan to avoid negative impact and to promote positive impacts. ii. Reduction disposal of waste taking into consideration of social responsibilities. iii. Plan to reduce pollution and release of GHG iv. Development and implementations. <p>Aspect and impact covered the following activities/operations among others;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Activities</th> <th></th> <th style="text-align: center;">Activities</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Poisoning of VOPs/ woodies</td> <td style="text-align: center;">9</td> <td>Grass slashing</td> </tr> <tr> <td style="text-align: center;">2</td> <td>Circle spraying</td> <td style="text-align: center;">10</td> <td>Fertiliser application</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Management of empty containers</td> <td style="text-align: center;">11</td> <td>Grading of FFB</td> </tr> <tr> <td style="text-align: center;">4</td> <td>Rat baiting</td> <td style="text-align: center;">12</td> <td>Vehicle maintenance</td> </tr> <tr> <td style="text-align: center;">5</td> <td>Triple rinsing</td> <td style="text-align: center;">13</td> <td>Chemical storage</td> </tr> <tr> <td style="text-align: center;">6</td> <td>Drainage construction</td> <td style="text-align: center;">14</td> <td>P & D census</td> </tr> <tr> <td style="text-align: center;">7</td> <td>Rat Baiting</td> <td style="text-align: center;">15</td> <td>Boundary maintenance</td> </tr> <tr> <td style="text-align: center;">8</td> <td>Road maintenance</td> <td style="text-align: center;">16</td> <td>Landfill management</td> </tr> </tbody> </table> <p>Management Plan & Initiative to reduce the impact on is listed below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Impact</th> <th style="text-align: center;">Source</th> <th style="text-align: center;">Action Plan</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Soil pollution</td> <td></td> <td></td> </tr> </tbody> </table>			Activities		Activities	1	Poisoning of VOPs/ woodies	9	Grass slashing	2	Circle spraying	10	Fertiliser application	3	Management of empty containers	11	Grading of FFB	4	Rat baiting	12	Vehicle maintenance	5	Triple rinsing	13	Chemical storage	6	Drainage construction	14	P & D census	7	Rat Baiting	15	Boundary maintenance	8	Road maintenance	16	Landfill management		Impact	Source	Action Plan	1	Soil pollution			<p>Complied</p>
	Activities		Activities																																													
1	Poisoning of VOPs/ woodies	9	Grass slashing																																													
2	Circle spraying	10	Fertiliser application																																													
3	Management of empty containers	11	Grading of FFB																																													
4	Rat baiting	12	Vehicle maintenance																																													
5	Triple rinsing	13	Chemical storage																																													
6	Drainage construction	14	P & D census																																													
7	Rat Baiting	15	Boundary maintenance																																													
8	Road maintenance	16	Landfill management																																													
	Impact	Source	Action Plan																																													
1	Soil pollution																																															

Criterion / Indicator		Assessment Findings				Compliance												
		2	Water pollution	Empty chemical containers	Recycle used containers into a safe use. Disposed to a registered LSH Recycler Enterprise.													
<p>Additionally, the following efforts were initiated by the management to reduce impact on the environment.</p> <table border="1"> <thead> <tr> <th></th> <th>Issue</th> <th>Initiative</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Reduce chemical spillage</td> <td>Implement mixing at designated area (store area)</td> </tr> <tr> <td>2</td> <td>Smoke emission from vehicles</td> <td>Implement PMV</td> </tr> <tr> <td>3</td> <td>Diesel spillage during infilling of fuel</td> <td>Establish trap, tray & spill kit</td> </tr> </tbody> </table>								Issue	Initiative	1	Reduce chemical spillage	Implement mixing at designated area (store area)	2	Smoke emission from vehicles	Implement PMV	3	Diesel spillage during infilling of fuel	Establish trap, tray & spill kit
	Issue	Initiative																
1	Reduce chemical spillage	Implement mixing at designated area (store area)																
2	Smoke emission from vehicles	Implement PMV																
3	Diesel spillage during infilling of fuel	Establish trap, tray & spill kit																
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p>- Major compliance -</p>	<p>The estate has established an environmental improvement plan with details to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>Jadual</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>4.1</td> <td>Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling KETARA</td> </tr> <tr> <td>2</td> <td>4.2</td> <td>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang</td> </tr> <tr> <td>3</td> <td>4.3</td> <td>Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif)</td> </tr> </tbody> </table> <p>All the above documents were dated on 11/1/2021 and subject to review annually.</p>					Jadual	Details	1	4.1	Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling KETARA	2	4.2	Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang	3	4.3	Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif)	Complied
	Jadual	Details																
1	4.1	Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling KETARA																
2	4.2	Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang																
3	4.3	Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif)																

Criterion / Indicator		Assessment Findings	Compliance																
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	The program to promote the positive impacts is illustrated in 4.5.1.2 and 4.5.1.3 above.	Complied																
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	A training program is available in the Training Program updated on a yearly basis or revised as per the management requirement. Included in this programme are subjects related to environment e.g. environmental, safety & health policy, scheduled waste management, environmental responsibility, HCV & Biodiversity training. Other training organised in relation to environmental issues and activities among other as listed below; <table border="1" data-bbox="1055 794 1845 932"> <thead> <tr> <th>No</th> <th>Subject</th> <th>No</th> <th>Subject</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chemicals handling</td> <td>4</td> <td>HCV / RTE</td> </tr> <tr> <td>2</td> <td>Scheduled waste</td> <td>5</td> <td>Soil pollution</td> </tr> <tr> <td>3</td> <td>Buffer zone protection</td> <td>6</td> <td>Water pollution</td> </tr> </tbody> </table>	No	Subject	No	Subject	1	Chemicals handling	4	HCV / RTE	2	Scheduled waste	5	Soil pollution	3	Buffer zone protection	6	Water pollution	Complied
No	Subject	No	Subject																
1	Chemicals handling	4	HCV / RTE																
2	Scheduled waste	5	Soil pollution																
3	Buffer zone protection	6	Water pollution																
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Subjects concerning environmental are also included and discussed in the ESH committee meeting. The dates of meeting held by the estate are recorded below. <table border="1" data-bbox="1055 1091 1899 1158"> <thead> <tr> <th>Estate</th> <th>4th</th> <th>3rd</th> <th>2nd</th> <th>1st</th> </tr> </thead> <tbody> <tr> <td>Taib Andak</td> <td>24/9/21</td> <td>21/06/21</td> <td>19/03/21</td> <td>31/12/20</td> </tr> </tbody> </table> Sighted minutes of meeting available in the ESH meetings. Agenda in relation to environmental among others include; <ul style="list-style-type: none"> <i>i. Lapuran Pematuhan Undang-Undang</i> <i>ii. Lapuran Kesihatan & Kawasan Perumahan</i> <i>iii. Lapuran Bahan Buangan Terjadual/Isu Alam Sekitar</i> 	Estate	4th	3rd	2nd	1st	Taib Andak	24/9/21	21/06/21	19/03/21	31/12/20	Complied						
Estate	4th	3rd	2nd	1st															
Taib Andak	24/9/21	21/06/21	19/03/21	31/12/20															

Criterion / Indicator		Assessment Findings	Compliance																																																																
		In addition, the management organised EPMC Environmental Performance Monitoring Committee) twice yearly. Issues were related to the environmental performance of all units within the Region.																																																																	
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																																																																			
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	<p>Monthly record on energy consumption for both renewable and non-renewable sources were kept and documented in the estate. It is monitored to optimize use of renewable energy. Data is being compiled for comparison and control for future improvement. Monitoring is made using diesel/mt FFB, commentary on variance on irregularities variances.</p> <table border="1"> <thead> <tr> <th>Month 21</th> <th>Diesel/ L</th> <th>FFB mt</th> <th>Diesel /FFB</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>0</td><td>73.34</td><td>0.00</td></tr> <tr><td>Feb</td><td>176.52</td><td>70.58</td><td>2.50</td></tr> <tr><td>Mac</td><td>0</td><td>115.88</td><td>0</td></tr> <tr><td>April</td><td>0</td><td>135.48</td><td>0</td></tr> <tr><td>May</td><td>0</td><td>158.32</td><td>0</td></tr> <tr><td>June</td><td>80.00</td><td>130.47</td><td>0.61</td></tr> <tr><td>July</td><td>54.44</td><td>131.50</td><td>0.41</td></tr> <tr><td>Aug</td><td>54.44</td><td>174.41</td><td>0.31</td></tr> <tr><td>Sept</td><td>0.00</td><td>137.39</td><td>0.00</td></tr> <tr><td>Oct</td><td>51.18</td><td>99.13</td><td>0.52</td></tr> <tr><td>Nov</td><td>0</td><td>0.00</td><td>0.00</td></tr> <tr><td>Dec</td><td>0</td><td>0.00</td><td>0.00</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Month 20</th> <th>Diesel/ L</th> <th>FFB mt</th> <th>Diesel /FFB</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>70.57</td><td>43.20</td><td>0.61</td></tr> <tr><td>Feb</td><td>66.28</td><td>0</td><td>0</td></tr> </tbody> </table>	Month 21	Diesel/ L	FFB mt	Diesel /FFB	Jan	0	73.34	0.00	Feb	176.52	70.58	2.50	Mac	0	115.88	0	April	0	135.48	0	May	0	158.32	0	June	80.00	130.47	0.61	July	54.44	131.50	0.41	Aug	54.44	174.41	0.31	Sept	0.00	137.39	0.00	Oct	51.18	99.13	0.52	Nov	0	0.00	0.00	Dec	0	0.00	0.00	Month 20	Diesel/ L	FFB mt	Diesel /FFB	Jan	70.57	43.20	0.61	Feb	66.28	0	0	Complied
Month 21	Diesel/ L	FFB mt	Diesel /FFB																																																																
Jan	0	73.34	0.00																																																																
Feb	176.52	70.58	2.50																																																																
Mac	0	115.88	0																																																																
April	0	135.48	0																																																																
May	0	158.32	0																																																																
June	80.00	130.47	0.61																																																																
July	54.44	131.50	0.41																																																																
Aug	54.44	174.41	0.31																																																																
Sept	0.00	137.39	0.00																																																																
Oct	51.18	99.13	0.52																																																																
Nov	0	0.00	0.00																																																																
Dec	0	0.00	0.00																																																																
Month 20	Diesel/ L	FFB mt	Diesel /FFB																																																																
Jan	70.57	43.20	0.61																																																																
Feb	66.28	0	0																																																																

**MSPO Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings				Compliance																		
		Mac	67.22	0	0																			
		April	80.60	0	0																			
		May	89.12	0	0																			
		June	105.02	24.32	0.23																			
		July	114.48	0	0																			
		Aug	115.12	0	0																			
		Sept	105.77	0	0																			
		Oct	99.13	161.68	1.63																			
		Nov	100.90	45.39	0.45																			
		Dec	81.56	0	0																			
		<p>The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td> </tr> <tr> <td>2</td> <td>Van / Supervisory vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.</td> </tr> <tr> <td>3</td> <td>Electrical supply</td> <td>To reduce reliance on gen-sets for power supply</td> <td>Utilization of TNB sources</td> </tr> </tbody> </table>						No	Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.	3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources	
		No	Target	Objective	Action plan																			
1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel																					
2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.																					
3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources																					

Criterion / Indicator		Assessment Findings	Compliance						
		Performance variation in view of several factors i.e. a) Infrastructure of estates, b) Community size / no of gen-sets, c) No. of vehicles / age of machine. d) Weather interference / crop production volume.							
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	The estate made estimate on the diesel consumption in the annual budget. Mainly the diesel usage is for the estate machinery for FFB collection and transportation to the mill.	Complied						
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	There was no opportunity to use renewable energy in the estate at current technology. Mainly such practices are made in the mills whereby fibres and shell are used as fuel in the boiler for steam production thereafter for power generation	Complied						
Criterion 4.5.3: Waste management and disposal									
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	FGV Kulai Mill and Taib Andak Estate had identified all wastes and sources of pollution. The Waste Management Action Plan 2021 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below; <table border="1" data-bbox="1048 1278 1906 1377"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic</td> </tr> </tbody> </table>		Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic	Complied
	Receptor	Sources							
1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic							

Criterion / Indicator		Assessment Findings		Compliance																																			
		<table border="1"> <tr> <td></td> <td></td> <td>processes (ETP, EFB dumping)- GHG</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </table> <p>The waste generated from the mill/estates operations as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Scheduled waste</td> <td>Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>rubbish from the mill/estate complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>Fiber, palm kernel shell, boiler ash, scrap iron</td> </tr> <tr> <td>4</td> <td>Sewage</td> <td>Sewage from housing/office complex</td> </tr> </tbody> </table> <p>The pollution identified from the mill/estate's activities:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Black smoke</td> <td>Emission from Boilers/vehicles/engines</td> </tr> <tr> <td>2</td> <td>Odor & gases</td> <td>Activities from the effluent treatment</td> </tr> <tr> <td>3</td> <td>Leakage of lubricant</td> <td>Storage & vehicle maintenance</td> </tr> </tbody> </table>			processes (ETP, EFB dumping)- GHG	2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down	3	Land	Scheduled waste, domestic waste and industrial/process waste.		Type of waste	Details	1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	rubbish from the mill/estate complex and employees' quarters	3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron	4	Sewage	Sewage from housing/office complex		Type of waste	Details	1	Black smoke	Emission from Boilers/vehicles/engines	2	Odor & gases	Activities from the effluent treatment	3	Leakage of lubricant	Storage & vehicle maintenance	
		processes (ETP, EFB dumping)- GHG																																					
2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down																																					
3	Land	Scheduled waste, domestic waste and industrial/process waste.																																					
	Type of waste	Details																																					
1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries																																					
2	Domestic waste	rubbish from the mill/estate complex and employees' quarters																																					
3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron																																					
4	Sewage	Sewage from housing/office complex																																					
	Type of waste	Details																																					
1	Black smoke	Emission from Boilers/vehicles/engines																																					
2	Odor & gases	Activities from the effluent treatment																																					
3	Leakage of lubricant	Storage & vehicle maintenance																																					
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: a) Identifying and monitoring sources of waste and pollution	<p>Taib Andak Estate had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat 		Complied																																			

Criterion / Indicator	Assessment Findings	Compliance																								
<p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>ii. Manual Sustainability</p> <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>a) Waste Management Plan 2021 has been established prepared by SCCD and verified by the Assistants/Manager.</p> <p>b) Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p> <p>c) Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The scheduled waste is disposed to Kualiti Alam Sdn Bhd registered with DOE.</p> <table border="1" data-bbox="1104 1058 1912 1161"> <thead> <tr> <th>Estate</th> <th>Date</th> <th>SW 102</th> <th>SW 408</th> <th>SW410</th> <th>SW409</th> </tr> </thead> <tbody> <tr> <td>TAE</td> <td>18/6/20</td> <td>-</td> <td>-</td> <td>-</td> <td>0.020</td> </tr> <tr> <td>TAE</td> <td>29/7/21</td> <td>-</td> <td>-</td> <td>-</td> <td>0.500</td> </tr> </tbody> </table> <p>Domestic waste for the operating units in CU was disposed as follows;</p> <table border="1" data-bbox="1104 1238 1912 1307"> <thead> <tr> <th>Estate</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Bkt Besar</td> <td>Block 5</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table>	Estate	Date	SW 102	SW 408	SW410	SW409	TAE	18/6/20	-	-	-	0.020	TAE	29/7/21	-	-	-	0.500	Estate	Landfill site	Remarks	Bkt Besar	Block 5	Collection 2/3 x week	
Estate	Date	SW 102	SW 408	SW410	SW409																					
TAE	18/6/20	-	-	-	0.020																					
TAE	29/7/21	-	-	-	0.500																					
Estate	Landfill site	Remarks																								
Bkt Besar	Block 5	Collection 2/3 x week																								

Criterion / Indicator		Assessment Findings	Compliance
		<p>The requirement is established and in compliance. The procedure documented under this subject under Perlupusan Sisa Domestik. Document dated 01/06/2016. The procedure has detailed the definition of solid waste. The types of solid wastes have been categorized as follows;</p> <ul style="list-style-type: none"> a) <i>Sisa pepejal komersial / pembinaan</i> b) <i>Sisa pepejal isi rumah / perindustrian.</i> c) <i>Sisa pepejal keinstitusian</i> d) <i>Sisa pepejal import / awam.</i> <p>In addition there are `Pelan Pengurusan Domestik Dan Bahan Buangan Tahun 2021. In this plan activities as scheduled are monitored with the date/month recorded. This was sighted and verified. The site Block 5 has signboard displayed and properly demarcated. The area is sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p>	
4.5.3.3	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>The procedures for handling used chemicals classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 are available prepared on Group level by SCCD and implemented in all estates and mills for all the applicable practices. The operational control procedures for the scheduled wastes management provides guidelines as follows;</p> <ul style="list-style-type: none"> i. Management of class 2 (and higher) chemical containers. ii. Management of fertiliser bags <p>These documents were established on 01/6/2016 issued throughout the Group Estates and remain effective for practice in all operating units.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance						
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>This is available and detailed in document titled "KITAR SEMULA BEKAS RACUN PEROSAK' The objective of the guidelines is to;</p> <ul style="list-style-type: none"> i. <i>'memelihara kesejahteraan alam sekitar</i> ii. to comply with the GAP iii. avoid misuse of empty pesticide containers. <p>The guidelines also reasoned out the need of triple rinsing and produced the quantity of remaining residue after the triple rinsing.</p> <p>Pictorial guidelines on the methods of triple rinsing are also shown in the document. Under the operational control procedure established as given in 4.5.3.3 above the guideline and practice for handling empty pesticides are as follows;</p> <ul style="list-style-type: none"> i. All class 2 and above containers are tripled rinsed and hole punctured at the bottom only if the waste generator is to dispose as non-scheduled waste. ii. Containers to be disposed as scheduled waste need not go the triple rinsing and hole punctured process. <p>These guidelines are based on Department of Agriculture ref 91/120/038/014 dated 7/11/2002.</p>	Complied						
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p>	<p>Domestic waste for the estate was disposed as follows;</p> <table border="1" data-bbox="1048 1177 1731 1246"> <thead> <tr> <th>Estate</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Bkt Besar</td> <td>Block 5</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table> <p>The sites were sighted and verified. The area is sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p>	Estate	Landfill site	Remarks	Bkt Besar	Block 5	Collection 2/3 x week	Complied
Estate	Landfill site	Remarks							
Bkt Besar	Block 5	Collection 2/3 x week							

Criterion / Indicator		Assessment Findings	Compliance												
Criterion 4.5.4: Reduction of pollution and emission															
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	<p>The estate assessed their polluting activities incorporated in the Environmental Improvement Plan/Pollution Prevention Plan 2021. Details as provided in 4.5.1.3 and 4.5.1.4. Therein is given potential sources of pollutants, objective & targets and action to be taken.</p> <table border="1"> <thead> <tr> <th></th> <th>Pollution</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Vehicle & gen-sets</td> </tr> <tr> <td>2</td> <td>Water</td> <td>cleaning water & run-off</td> </tr> <tr> <td>3</td> <td>Land</td> <td>SW, domestic waste & industrial waste</td> </tr> </tbody> </table> <p>The GHG final emissions summarised from the estate activities is shown as tCO2e/tFFB</p>		Pollution	Source	1	Air	Vehicle & gen-sets	2	Water	cleaning water & run-off	3	Land	SW, domestic waste & industrial waste	Complied
	Pollution	Source													
1	Air	Vehicle & gen-sets													
2	Water	cleaning water & run-off													
3	Land	SW, domestic waste & industrial waste													
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The estate assessed their polluting activities and is tabulated under the environmental management program. Therein is given potential sources of pollutants, objective & targets and action to be taken. Sighted targeted area assessed among other as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>Sources/objective & target</th> <th>Action steps</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Management of HCV river reserve where applicable</td> <td>To train/retrain sprayers/manuring gang to avoid any chemical-related works at the area</td> </tr> <tr> <td>2</td> <td>To monitor waste management plan for its suitability</td> <td>SW disposal monitoring. Delivery to SL Recycling Sdn Bhd</td> </tr> <tr> <td>3</td> <td>To improve employees awareness on pollution prevention at housing</td> <td>Continuous reminders</td> </tr> </tbody> </table>		Sources/objective & target	Action steps	1	Management of HCV river reserve where applicable	To train/retrain sprayers/manuring gang to avoid any chemical-related works at the area	2	To monitor waste management plan for its suitability	SW disposal monitoring. Delivery to SL Recycling Sdn Bhd	3	To improve employees awareness on pollution prevention at housing	Continuous reminders	Complied
	Sources/objective & target	Action steps													
1	Management of HCV river reserve where applicable	To train/retrain sprayers/manuring gang to avoid any chemical-related works at the area													
2	To monitor waste management plan for its suitability	SW disposal monitoring. Delivery to SL Recycling Sdn Bhd													
3	To improve employees awareness on pollution prevention at housing	Continuous reminders													

Criterion / Indicator		Assessment Findings				Compliance																																										
			complex including zero burning policy.																																													
		4	To minimise spillage of oil/chemical onto the ground		Continuous training and use of spill trays																																											
		5	To review aspect identification & impact evaluation to identify significant critical points for control.		Review through EA/EIE																																											
Criterion 4.5.5: Natural water resources																																																
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a. Assessment of water usage and sources of supply. b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities. c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate. 	<p>This document is available titled 'Pelan Pengurusan Air Tahun 2021'. Therein among others is illustrated identification of water source e.g. river, mode of measurement, risk event & cause of risk event, preventive & corrective measures, and PIC (person in charge)</p> <p>The management also records the rainfall data (<i>Rekod Hujan Bulanan Tahun 2020</i>) for better monitoring of the palm growth. Rainfall records for the estate in 2020 as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>Month</th> <th>mm</th> <th></th> <th>Month</th> <th>mm</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>179.90</td> <td>7</td> <td>July</td> <td>324.60</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>113.80</td> <td>8</td> <td>Aug</td> <td>183.60</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>101.50</td> <td>9</td> <td>Sept</td> <td>229..00</td> </tr> <tr> <td>4</td> <td>April</td> <td>272.50</td> <td>10</td> <td>Oct</td> <td>73.80</td> </tr> <tr> <td>5</td> <td>May</td> <td>339.00</td> <td>11</td> <td>Nov</td> <td>264.90</td> </tr> <tr> <td>6</td> <td>June</td> <td>206.80</td> <td>12</td> <td>Dec</td> <td>212.60</td> </tr> </tbody> </table>					Month	mm		Month	mm	1	Jan	179.90	7	July	324.60	2	Feb	113.80	8	Aug	183.60	3	Mac	101.50	9	Sept	229..00	4	April	272.50	10	Oct	73.80	5	May	339.00	11	Nov	264.90	6	June	206.80	12	Dec	212.60	Complied
	Month	mm		Month	mm																																											
1	Jan	179.90	7	July	324.60																																											
2	Feb	113.80	8	Aug	183.60																																											
3	Mac	101.50	9	Sept	229..00																																											
4	April	272.50	10	Oct	73.80																																											
5	May	339.00	11	Nov	264.90																																											
6	June	206.80	12	Dec	212.60																																											

Criterion / Indicator		Assessment Findings	Compliance																								
	<p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>There is no buffer zone within the estate area/land. The buffer zones on Group basis are established are as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>River width</th> <th>Buffer zone</th> <th></th> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>>40 meters</td> <td>50 meters</td> <td>4</td> <td>5 - 10 meters</td> <td>10 meters</td> </tr> <tr> <td>2</td> <td>20 - 40 meters</td> <td>40 meters</td> <td>5</td> <td>< 5 meters</td> <td>5 meters</td> </tr> <tr> <td>3</td> <td>10 - 20 meters</td> <td>20 meters</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>There is no water stream flowing within the estate vicinity except for a small drainage at block 03/05 neighbouring to Gedung Makanan Negara managed by FELDA. The policy for the protection of watercourse is made known to all employees for an effective implementation when the need arises. The estate used water supply form SAJ hence does not require an internal water treatment for the domestic consumption.</p>		River width	Buffer zone		River width	Buffer zone	1	>40 meters	50 meters	4	5 - 10 meters	10 meters	2	20 - 40 meters	40 meters	5	< 5 meters	5 meters	3	10 - 20 meters	20 meters	-	-	-	
	River width	Buffer zone		River width	Buffer zone																						
1	>40 meters	50 meters	4	5 - 10 meters	10 meters																						
2	20 - 40 meters	40 meters	5	< 5 meters	5 meters																						
3	10 - 20 meters	20 meters	-	-	-																						
4.5.5.2	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p>- Minor compliance -</p>	<p>This is in compliance by the estate. This requirement is also audited internally by the SCCD personnel. During the field visit no construction of such was observed. This was further supported through facts obtained from interviews among the employees.</p>	Complied																								
4.5.5.3	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p>- Minor compliance -</p>	<p>During the site visit practices of water harvesting are noted mainly in the estates for washing and machine cleaning. Roadside pits where applicable are constructed at every 3 palm rows, to divert in event of water overflowing and also to benefit the nearest palm at the pit end to obtain additional moisture.</p>	Complied																								
<p>Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value</p>																											

Criterion / Indicator	Assessment Findings	Compliance
<p>4.5.6.1 Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <ul style="list-style-type: none"> a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. <p>- Major compliance -</p>	<p>The last assessment was conducted with details as follows; “Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang Penyelidikan FASSB Taib Andak & FPISB Kilang Sawit Kulai, Felda Taib Andak”. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department dated 13/9/2018.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Semanggar branch internal drainage flowing at the boundary of FGVASSB Taib Andak field. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long-term effect. 	<p>Complied</p>
<p>4.5.6.2 If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or 	<p>Relevant programme to workers pertaining awareness of HCV areas and RTE observed conducted. Interview with employees noted that awareness programme had been conducted. Employees were aware of</p> <ul style="list-style-type: none"> a) Not to capture, harm, kill any wildlife. b) Disciplinary measures shall be taken if found violating company rules. c) Not to chemicals in riparian buffer zone. 	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
	collecting activities; and developing responsible measures to resolve human-wildlife conflicts. - Major compliance -		
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	The estate observed and implemented the established action plans, including monitoring (patrolling) of the conservation areas by Auxiliary Police. Record of monitoring (patrolling) observed maintained. Observed no monitoring outcomes that requires changed of practices or action plan.	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	<p>FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated May 2019. Also included in the following guidelines;</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat ii. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Penyediaan tanah tanam semula <p>The estate adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates.</p>	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where	No open burning noted based on the records. The estate adhered to the policy of "Zero open burning" for any replanting. From field visits and	Not applicable

Criterion / Indicator		Assessment Findings	Compliance
	there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	interviews with the workers there is no open burning being practiced in the estate. Thus, the criteria are not applicable.	
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	No controlled burning noted based on the records. The estate adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. Thus, the criteria is not applicable.	Not applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	This is included in the specification of work orders in event of land preparation during a replanting. It is a standard practice in Felda Agricultural Services/FGV. The organisation excluded stages relating to shredding, pulverized and ploughing in the land preparations.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The standard operation procedure for the estate operations is available which is prepared on Group basis. There are levels of the documentation identified as follows; i. Manual Ladang Sawit LESTARI on reviewed 1/6/12 Sawit pra matang edisi II seksyen 3 ii. Manual Ladang Sawit LESTARI reviewed on 1/6/12 Sawit matang edisi II seksyen 4 iii. Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5 iv. Prosedur Kerja Selamat	Complied

Criterion / Indicator		Assessment Findings	Compliance																								
		<p>v. Manual Kelestarian (Sustainability)</p> <p>Amendments are made should there be requirement to suit the local issues/situation. The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements. Other mechanism as described below.</p> <table border="1"> <thead> <tr> <th colspan="2">FGVASSB Bukit Besar/Taib Andak Estates</th> </tr> <tr> <th>Areas</th> <th>Action/Activities</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td>Daily</td> <td>Supervision by field staff/Assist/Manager</td> </tr> <tr> <td></td> <td>Report of daily activities/costings/variation</td> </tr> <tr> <td></td> <td>WA group - digital supervision</td> </tr> <tr> <td rowspan="6">2</td> <td rowspan="6">Schedule</td> <td>Quarterly ESH meeting</td> </tr> <tr> <td>RC visits on field activities</td> </tr> <tr> <td>Internal audits by GCAD/SHO</td> </tr> <tr> <td>Annual EPMC</td> </tr> <tr> <td>External audit RSPO /MSPO</td> </tr> <tr> <td>PA visits / Agronomist visits</td> </tr> <tr> <td rowspan="3">3</td> <td rowspan="3">Medical /health</td> <td>Zone Head / Regional Controller visits</td> </tr> <tr> <td>Monthly check by HA/MA</td> </tr> <tr> <td>Annual medical surveillance.</td> </tr> </tbody> </table>	FGVASSB Bukit Besar/Taib Andak Estates		Areas	Action/Activities	1	Daily	Supervision by field staff/Assist/Manager		Report of daily activities/costings/variation		WA group - digital supervision	2	Schedule	Quarterly ESH meeting	RC visits on field activities	Internal audits by GCAD/SHO	Annual EPMC	External audit RSPO /MSPO	PA visits / Agronomist visits	3	Medical /health	Zone Head / Regional Controller visits	Monthly check by HA/MA	Annual medical surveillance.	
FGVASSB Bukit Besar/Taib Andak Estates																											
Areas	Action/Activities																										
1	Daily	Supervision by field staff/Assist/Manager																									
		Report of daily activities/costings/variation																									
		WA group - digital supervision																									
2	Schedule	Quarterly ESH meeting																									
		RC visits on field activities																									
		Internal audits by GCAD/SHO																									
		Annual EPMC																									
		External audit RSPO /MSPO																									
		PA visits / Agronomist visits																									
3	Medical /health	Zone Head / Regional Controller visits																									
		Monthly check by HA/MA																									
		Annual medical surveillance.																									
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of	<p>The estates construct terraces at slope area of more than 6 degrees. Planting of cover crop are made to retain the soil structure and conservation.</p> <p>i. Roadside pit is made to divert water at slope areas to prevent road erosion and surface damage.</p>	Complied																								

Criterion / Indicator		Assessment Findings	Compliance
	either soil, nutrients or chemicals. - Major compliance -	ii. Terraces are constructed inclined towards the terrace wall.	
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	All fields are marked and identified. Information like year planting (field no) and the total hectare is shown in all markers. There were displayed in signage at the boundary/corners of every fields. This is observed during the field visit.	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	<p>The estate continued to achieve long term economic and financial viability through documented management plan projected to year 2025.</p> <ul style="list-style-type: none"> i. A Management Plan including crop forecast, capital expenditure, operational expenditure, general charges, profit and loss covering the period of 2021 to 2025 had been prepared for all the estates as well as the POM and made available to the audit team. ii. This plan had also included mature area and also for the forecasted FFB production per hectare for the period 2021 to 2025. iii. All the estates in the management of Felde Agricultural Services had a standard budgeting format. The records were reviewed during the audit. The Business Plan also included a 5-year budget/forecast financial plan (i.e. 2021-2025) with allocation on the following: <ul style="list-style-type: none"> - Crop yielding area / Prime mature - Total mature / Cost/ha - General charges/upkeep/collection/depreciation - CAPEX iv. The component of the budget comprises of the following items; <ul style="list-style-type: none"> - Labour statement / Allocation of wages 	Complied

Criterion / Indicator		Assessment Findings	Compliance																																																																				
		<ul style="list-style-type: none"> - Labour benefit summary / Labour reconciliation - Yield statement oil palm - Summary of vehicle and running schedule - Job allocation for vehicles / Summary of workshop running schedule - Summary if budget / Summary of general charges - CAPEX, oil palm matures and young mature <p>Format of estate summary expenditure is as per the following content. Figures were extracted out for reason of confidentiality.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Immature Ha</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Total Planted Ha</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>FFB Tons</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Yield /Ha</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>RM/mt FFB</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>RM//Ha</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> <td>X</td> </tr> </tbody> </table> <p>Component of operating expenditure among other includes;</p> <table border="1"> <thead> <tr> <th></th> <th>Activities</th> <th></th> <th>Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Merumput</td> <td>9</td> <td>Sanitasi Pokok</td> </tr> <tr> <td>2</td> <td>Membaja</td> <td>10</td> <td>Sempadan & ukur</td> </tr> <tr> <td>3</td> <td>Parit</td> <td>11</td> <td>Menyulam</td> </tr> <tr> <td>4</td> <td>Jalan & jambatan</td> <td>12</td> <td>Penyeliaan am</td> </tr> </tbody> </table>	Year	2021	2022	2023	2024	2025	Mature Ha	X	X	X	X	X	Immature Ha	X	X	X	X	X	Total Planted Ha	X	X	X	X	X	FFB Tons	X	X	X	X	X	Yield /Ha	X	X	X	X	X	RM/mt FFB	X	X	X	X	X	RM//Ha	X	X	X	X	X		Activities		Activities	1	Merumput	9	Sanitasi Pokok	2	Membaja	10	Sempadan & ukur	3	Parit	11	Menyulam	4	Jalan & jambatan	12	Penyeliaan am	
Year	2021	2022	2023	2024	2025																																																																		
Mature Ha	X	X	X	X	X																																																																		
Immature Ha	X	X	X	X	X																																																																		
Total Planted Ha	X	X	X	X	X																																																																		
FFB Tons	X	X	X	X	X																																																																		
Yield /Ha	X	X	X	X	X																																																																		
RM/mt FFB	X	X	X	X	X																																																																		
RM//Ha	X	X	X	X	X																																																																		
	Activities		Activities																																																																				
1	Merumput	9	Sanitasi Pokok																																																																				
2	Membaja	10	Sempadan & ukur																																																																				
3	Parit	11	Menyulam																																																																				
4	Jalan & jambatan	12	Penyeliaan am																																																																				

Criterion / Indicator		Assessment Findings						Compliance												
		5	Pemuliharaan tanah/air	13	Sanitasi Pokok															
		6	Mencantas	14	Sempadan & ukur															
		7	Buruh	15	Penyeliaan															
		8	Pengangkutan	16	peralatan															
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	Taib Andak Estate established a replanting program spanned over a 5-year period till 2025. Details as follows.						Complied												
		<table border="1"> <thead> <tr> <th>Estate</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Taib Andak</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>						Estate	2021	2022	2023	2024	2025	Taib Andak	0	0	0	0	0	
Estate	2021	2022	2023	2024	2025															
Taib Andak	0	0	0	0	0															
4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -	This requirement i.e. crop material, crop projection, yield, production cost is available. It is provided in the business management plan shown in item 4.6.2.1 above. The estate had a format and guideline to calculate the returns on the field operations i.e. Income = sale of FFB (with award of CPO/CPK from the mill) less the expenditure (fixed and direct cost). This format is sighted.						Complied												
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -	The estate performance is recorded in the monthly progress report. i. Details on the actual vs budget i.e. crop production, fixed and direct cost are shown therein. ii. The management also provides variance report on the performance and reviewed on a monthly basis. iii. The supervisory personnel maintained a daily cost for the field operations.						Complied												

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance												
		The meeting involving the Managers sits monthly with the Regional Zone Head for the performance review.													
Criterion 4.6.3: Transparent and fair price dealing															
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	For contract work, the price was determined during the contract negotiation between the contractors and Tender Award Committee and the representative base on value of the projects. All contracts are kept in the office. Reviewed the "Surat Perintah Kerja" no. 820105001-2020/820230501-12-132 between FGV Agri Services Sdn. Bhd (Stesen FGVAS Taib Andak) and Ahmad b. Hashim dated 09/12/2020.	Complied												
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner. Reviewed the payment records for contractors as follows: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Month</th> <th>Document no.</th> <th>Date payment</th> </tr> </thead> <tbody> <tr> <td>July</td> <td>350209354</td> <td>13/08/2021</td> </tr> <tr> <td>August</td> <td>350210038</td> <td>20/09/2021</td> </tr> <tr> <td>September</td> <td>350210594</td> <td>14/10/2021</td> </tr> </tbody> </table>	Month	Document no.	Date payment	July	350209354	13/08/2021	August	350210038	20/09/2021	September	350210594	14/10/2021	Complied
Month	Document no.	Date payment													
July	350209354	13/08/2021													
August	350210038	20/09/2021													
September	350210594	14/10/2021													
Criterion 4.6.4: Contractor															
4.6.4.1	Where contractors are engaged, they shall understand the MSP0 requirements and shall provide the required documentation and information. - Major compliance -	All contractors and FFB suppliers were required to read, understand and sign the Supplier Code of Conduct, FGV Holdings Berhad. In the Supplier Code of Conduct stated the MSP0 requirements such as: <ol style="list-style-type: none"> 1. Business ethics and integrity 2. Safety, Health & Environment 3. Labour Standards 	Complied												

Criterion / Indicator		Assessment Findings	Compliance
		4. Communication and documentation 5. Sustainability 6. Reporting obligation Reviewed sampled contracts and Supplier Code of Conducts as follows: 1. "Surat Perintah Kerja" no. 820105001-2020/820230501-12-132 between FGV Agri Services Sdn. Bhd (Stesen FGVAS Taib Andak) and Ahmad b. Hashim dated 09/12/2020.	
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Reviewed sampled contract and Supplier Code of Conducts includes agreement signed by the contractors and Mill manager with term and condition which includes contractor must adhere to FGV policies and MSPO compliances.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	As stated in the Supplier Code of Conducts under section 4. Communication and documentation subsection 4.3. Inspection and section 5. Sustainability subsection 5.2 Adherence to Sustainability Policy.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	As stated in the Supplier Code of Conducts under section 4. Communication and documentation subsection 4.3. Inspection and section 5. Sustainability subsection 5.2 Adherence to Sustainability Policy.	Complied
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia’s National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.2: Peat Land			
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations,	Not applicable as no development of new planting.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	via participatory methodology which includes external stakeholders. - Major compliance -		
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils	Not applicable as no development of new planting.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	shall be avoided unless permitted by local, state and national laws. - Major compliance -		
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made	Not applicable as no development of new planting.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	available. - Major compliance -		
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not applicable as no development of new planting.	Not Applicable
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	Not applicable as no development of new planting.	Not Applicable

MS 2530-4:2013 Malaysian Sustainable Palm Oil (MSPO) Part 4: General Principles for Palm Oil Mills

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	FGV has established Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 approved by the Board of Directors.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	In the Group Sustainability Policy stated that FGV will continuously improve the quality of their products and services by adopting the best possible approach to enhance productivity and profitability by optimizing resource and operational efficiencies, while eliminating or minimizing negative impact on people and environment by: <ol style="list-style-type: none"> 1. Promoting economic growth 2. Respecting human rights 3. Protecting the environment 	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	The Sustainability, Compliance and Certification Department has established annual internal audit plan for all the mills and estates. Latest internal audit was conducted on 16 – 18/08/2021 by Internal Auditor from SCCD. During the internal audit, 12 NCR were issued by the auditor.	Complied

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	FGV has established Standard Operating Procedure for Internal Audit. Refer document no. FGV/GSD-SCCD/SOP/04 dated 03/09/2020. Latest internal audit was conducted on 16 – 18/08/2021 by Internal Auditor from SCCD. During the internal audit, 12 NCR were issued by the auditor. The audit report was documented in "Laporan Audit Dalaman RSPO/MSPO FGV".	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	The internal audit report was documented and made available for management review. As evidence, all findings from internal audit was responded by mill management within the timeframe stipulated in the Audit Procedure.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Latest management review meeting was conducted on 01/11/2021 chaired by the Mill Manager. Reviewed the minutes meeting agenda discussed matters such as: 1. Internal Sustainability Audit Report 2. Customer feedbacks 3. Agronomist visit report 4. Changes in management/operation 5. Recommendation for improvement	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.	The mill has established an improvement plan mainly on environmental and social issues with details as follows. The mill	Complied

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings		Compliance																																	
	- Major compliance -	<p>documented the program in the Capital Expenditure 2021 - 2025 and discussed in the Management Meeting.</p> <table border="1"> <thead> <tr> <th></th> <th>Projects</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operation</td> <td>Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.</td> </tr> <tr> <td>2</td> <td>Environmental</td> <td>Installation of membrane filter for the ETP to enhance the BOD lowering level to meet DOE standard RM 1M planned to commence in 2022.</td> </tr> <tr> <td>3</td> <td>Environmental</td> <td>Aeration Modification 2021</td> </tr> <tr> <td>4</td> <td>Environmental</td> <td>On-line desludging system RM100K</td> </tr> <tr> <td>5</td> <td>Operations</td> <td>Construction of roofing at the EFB shredded station to improve the storage capacity budget of RM140K.to be launched in 2022.</td> </tr> <tr> <td>6</td> <td>Safety</td> <td>Memastikan keselamatan sifar di dalam kilang tahun 2021</td> </tr> <tr> <td>7</td> <td>Social</td> <td>Maulidul Rasul Celebration</td> </tr> <tr> <td>8</td> <td>Social</td> <td>Yasin Reading Ceremony to instil spiritual values among the community.</td> </tr> <tr> <td>9</td> <td>Social</td> <td>Raya Celebration Annually</td> </tr> <tr> <td>10</td> <td>Social</td> <td>Employees birthday celebration</td> </tr> </tbody> </table>			Projects	Details	1	Operation	Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.	2	Environmental	Installation of membrane filter for the ETP to enhance the BOD lowering level to meet DOE standard RM 1M planned to commence in 2022.	3	Environmental	Aeration Modification 2021	4	Environmental	On-line desludging system RM100K	5	Operations	Construction of roofing at the EFB shredded station to improve the storage capacity budget of RM140K.to be launched in 2022.	6	Safety	Memastikan keselamatan sifar di dalam kilang tahun 2021	7	Social	Maulidul Rasul Celebration	8	Social	Yasin Reading Ceremony to instil spiritual values among the community.	9	Social	Raya Celebration Annually	10	Social	Employees birthday celebration	
	Projects	Details																																			
1	Operation	Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.																																			
2	Environmental	Installation of membrane filter for the ETP to enhance the BOD lowering level to meet DOE standard RM 1M planned to commence in 2022.																																			
3	Environmental	Aeration Modification 2021																																			
4	Environmental	On-line desludging system RM100K																																			
5	Operations	Construction of roofing at the EFB shredded station to improve the storage capacity budget of RM140K.to be launched in 2022.																																			
6	Safety	Memastikan keselamatan sifar di dalam kilang tahun 2021																																			
7	Social	Maulidul Rasul Celebration																																			
8	Social	Yasin Reading Ceremony to instil spiritual values among the community.																																			
9	Social	Raya Celebration Annually																																			
10	Social	Employees birthday celebration																																			
4.1.4.2	<p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p>	<p>This is being made upon confirmation of any new projects. Employees were briefed of any new development in basic understanding during the weekly briefings. The management team will be informed of such development during the monthly management meetings. Dissemination of information by the RC</p>		Complied																																	

Criterion / Indicator		Assessment Findings	Compliance
		office and SCCS are transacted during the monthly Managers meetings and emails.	
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSP0 requirements			
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. - Major compliance -	FGV has established Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016. Request for information and response is handle based on procedure. The procedure covering the internal and external parties. As per clause 6.2.3 "Jangka masa Untuk Komunikasi Luar" (Timeline to Response) were divided into two: - 1. Within 2 weeks from date received information which require response. 2. Within 1 week from completion of investigation. Sighted at Mill notice board the Standard Operating Procedure is displayed in Bahasa Malaysia.	Complied
4.2.1.2	The management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016 under section 7.0 "Rekod Terlibat", publicly available document as follows: <ul style="list-style-type: none"> • Land Title • Safety and Health Plan • Environment and Social Management Plan. • HCV report. 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Pollution Prevention Plan • Record of complaint and grievances. • Continuous Improvement Plan. • Human Rights Policy. • List of stakeholders • Communication procedure • OSH Minute Meetings • Monthly Management Minutes Meeting • Internal Memo and Circulars <p>Requests for official documents through the Mill office will have to go through the Manager/Assistant in charge, whom will make the decision as to whether the information can be shared to or viewed by the person requesting the information or document.</p>	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>FGV has established Standard Operating Procedure and documented in "Komunikasi, Penglibatan dan Rundingan". Refer document no. FGV/ML-1A/L2-Pr12, issue 0 dated on 01/06/2016.</p> <p>This is including request and consultation with internal and external parties. The procedure stated:</p> <ol style="list-style-type: none"> 1. Internal communication <ol style="list-style-type: none"> a. Management to employee: <ul style="list-style-type: none"> - morning muster - memo and surat pekeliling dalaman - poster and notice board 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - continues campaign b. Employee to management <ul style="list-style-type: none"> - suggestion box - morning muster - through employee representative - site visit from manager 2. External communication <ul style="list-style-type: none"> - policies being circulated with the stakeholders - report to the environmental department and DOSH 	
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . - Minor compliance -	The mill has appointed the Assistant Executive as Social Officer as per appointment letter no. (05)4004/RSPO/E1 dated 31/01/2021 signed by the Mill Manager.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	<p>The mill has established list of stakeholders including internal and external stakeholders.</p> <p>As for Movement Control Order and National Recovery Plan in Malaysia restricted the meeting involving large no of person, the mill had made an initiative to provide information and have feedbacks from the stakeholders by sending email/letter.</p> <p>Reviewed the letter regarding Briefing on the new Group Sustainability Policy ver. 4 as per letter no. (1)4004/KUL/RSPO-E1.1.1 dated 01/10/2021 and acknowledgement of receiving by the stakeholders.</p>	Complied
Criterion 4.2.3 – Traceability			

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	FGV has established Standard Operating Procedure for traceability and documented in Standard Operating Procedure for RSPO Supply Chain Certification. Refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	The Management team on harvesting holds the responsibility on regular inspection of traceability system. Periodical inspections also being conducted through Regional Controller, Internal Audit and Agronomist visit. The effectiveness of the monitoring will evidence in the internal audit and visit report findings.	Complied
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. - Minor compliance -	As stated in the Standard Operating Procedure RSPO Supply Chain Certification, refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 5.0 – Responsibility stated that the SPO SCC Committee were responsible to monitor all activity involve in the supply chain certification system. The mill management has established SPO SCC committee as per appointment letter no. (03)RSPO/SCCS dated 01/01/2021 signed by the Mill Manager.	Complied
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	As stated in the Standard Operating Procedure RSPO Supply Chain Certification, refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 7.0 - Rekod, among the records to be maintained according to the procedure include: 1. FFB Receipt summary from MPR and SAP 2. Weighbridge ticket 3. Dispatch of CPO/PK – delivery instruction/sales order, weighbridge ticket, delivery order	Complied

Criterion / Indicator		Assessment Findings	Compliance																					
		4. Daily production report @ daily figure from MPR and SAP Reviewed the sampled records of CPO dispatch with Dispatch not no. H00000339 dated 08/11/2021 and PK dispatch with Dispatch Note no. L00000152 dated 05/08/2021.																						
4.3 Principle 3: Compliance to legal requirements																								
Criterion 4.3.1 – Regulatory requirements																								
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	<p>A mechanism to ensure compliance to legal and other requirement has been documented in Manual Lestari established from the Head Office level.</p> <p>i. The Legal Department will undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as monitoring the status of legal compliance.</p> <p>ii. Thereafter the estates and mill where applicable will be notified via email on the changes/update of LORR for implementation.</p> <p>a. Licenses/permit viewed as complied by the mill for the legislative requirement among others viewed were as follows.</p> <table border="1"> <thead> <tr> <th></th> <th>License /permit</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>MPOB license no 500161-100-4000.</td> <td>31/03/22</td> </tr> <tr> <td>2</td> <td><i>Jabatan Alam Sekitar no 004583</i></td> <td>31/7/22</td> </tr> <tr> <td>3</td> <td>Suruhanjaya Tenaga - Perpasangan</td> <td>In Progress</td> </tr> <tr> <td>4</td> <td>Meterology Corporation - W/bridge</td> <td>In progress</td> </tr> <tr> <td>5</td> <td>Back Pressure steam receiver PMT 10501</td> <td>11/07/22</td> </tr> <tr> <td>6</td> <td>Horizontal Air Receiver JH PMT 1773</td> <td>11/07/22</td> </tr> </tbody> </table>		License /permit	Validity	1	MPOB license no 500161-100-4000.	31/03/22	2	<i>Jabatan Alam Sekitar no 004583</i>	31/7/22	3	Suruhanjaya Tenaga - Perpasangan	In Progress	4	Meterology Corporation - W/bridge	In progress	5	Back Pressure steam receiver PMT 10501	11/07/22	6	Horizontal Air Receiver JH PMT 1773	11/07/22	Complied
	License /permit	Validity																						
1	MPOB license no 500161-100-4000.	31/03/22																						
2	<i>Jabatan Alam Sekitar no 004583</i>	31/7/22																						
3	Suruhanjaya Tenaga - Perpasangan	In Progress																						
4	Meterology Corporation - W/bridge	In progress																						
5	Back Pressure steam receiver PMT 10501	11/07/22																						
6	Horizontal Air Receiver JH PMT 1773	11/07/22																						

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings		Compliance											
		<table border="1"> <tr> <td>7</td> <td>Dearator Storage Tank JH PMT 13530</td> <td>11/07/22</td> </tr> <tr> <td>8</td> <td>Boiler Mechmar JH PMD 122</td> <td>11/07/22</td> </tr> <tr> <td>9</td> <td>Dearator Header JH PMT 13529</td> <td>11/07/22</td> </tr> <tr> <td>10</td> <td>BAKAJ - Abstraction of river water</td> <td>31/12/21</td> </tr> </table> <p>b. CHRA - made on 23/10/2019 by an Occupational Consultancy & Services Sdn Bhd DOSH registration ref no JKPP HQ/10/ASS/00/8. Report no JKPP HQ/10/ASS/00/8/2019/170 was sighted and verified. Area of coverage is water treatment Plant, Boiler house, laboratory and chemical stores.</p> <p>c. Medical surveillance - by Klinik Dhillion no DOSH ref HQ/13/DOC/00/72 is made 28/07/21 for 11 employees. All are declared FIT and continue to perform existing job function. the previous surveillance was on 12/4/2020. The slight delay being MCO compliance.</p>	7	Dearator Storage Tank JH PMT 13530	11/07/22	8	Boiler Mechmar JH PMD 122	11/07/22	9	Dearator Header JH PMT 13529	11/07/22	10	BAKAJ - Abstraction of river water	31/12/21	
7	Dearator Storage Tank JH PMT 13530	11/07/22													
8	Boiler Mechmar JH PMD 122	11/07/22													
9	Dearator Header JH PMT 13529	11/07/22													
10	BAKAJ - Abstraction of river water	31/12/21													
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. - Major compliance -	<p>The documented legal register with written information on legal requirements applicable to their operation. The record titled "<i>Senarai Rujukan Akta Dan Berdaftar Perundangan</i>" issued by the SCCD last dated 20/08/2021. Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills. The identified legal among others includes;</p> <p>a) Pesticides Act 1974 and Regulations, b) Environmental Quality Act and Regulations 1974, c) Factories and Machinery Act and Regulations, 1967 d) Weights and Measures Regulations 1981 e) Electricity Regulations 1994</p>		Complied											

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
		f) Immigration Act 1959 g) Occupational Safety and Health Act 1994 h) Employment Act 1955 i) Industrial Relations Act 1967 j) Children and Young Persons (Employment) Act 1966 k) MPOB Regulations (Licensing) 2005, EQ (Prescribed Premise) (Crude Palm Oil) Regulations 1977 l) Industrial Code of Practice for Confined Space 2010 m) MPOB licensing Regulation 2005. n) Akta Polis 1967 o) Akta Pencegahan Dan Pengawalan Penyakit Berjangkit 1988 p) Akta Std Min Perumahan Dan Kemudahan Pekerja 2019 (Pindaan) q) Perintah Gaji Minima 2020	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The Legal Department will update changes and communicate to the mill and estates via email. Thereafter the operating units will view the relevancy and adopt into the compliance list. This is also assisted via the Region Office and through personnel from SCCD during the site visits and audits.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	Tracking system available to identify changes in the relevant regulations through head office, website information and the information are communicated from the Group Head Office. This correspondence was sighted via an email issued from Head Office for the operating units to update and comply where applicable. The PIC for legal compliance is Pn Norafiza Zahari an Assistant	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Executive appointed via letter dated 10/08/2021 issued by the Manager.	
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	FGVPISB did not acquire land from landowners. The land was leased to FELDA by the government. FELDA give the right to use the land to FGVPI. There were no issues of land disputes. There was no evidence that the oil palm milling activities is diminishing the land use rights of other users.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	The mill land ownership for 13.09 ha as per agreement entitled "Surat Perjanjian Antara Lembaga Kemajuan Tanah Persekutuan (FELDA) dan Felda Palm Industries Sdn Bhd Rancangan: Felda Taib Andak" dated 25/11/1996 and "Perjanjian Pajakan Tanah (LLA) dengan FELDA" dated 01/11/2011.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The FGV Kulai POM boundary were demarcated with fences.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	FGV has established procedure to handle any land dispute and recorded in "Pengenalpastian dan penyelesaian pertikaian tanah". Refer document no. ML-1A/L1-Pr10(0) dated 01/06/2016. No land dispute was recoded for Kulai POM.	Complied
Criterion 4.3.3 – Customary rights			

Criterion / Indicator		Assessment Findings	Compliance
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	The land is legally owned by FELDA and leased to FGVPI Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	The land is legally owned by FELDA and leased to FGVPI Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	The land is legally owned by FELDA and leased to FGVPI Sdn Bhd. The existing land is not encumbered by any customary land rights.	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	SIA was conducted by Plantation and Sustainability Department (PSD) as per "Laporan Penilaian Impak Sosial KS Kulai". Refer document no. 1/2018 dated 09/08/2018 The assessment has involved the participation of stakeholders such as internal workers, teacher, surrounding communities and contractor. Social Impact Assessment Procedure, FGV/ML-1A/L2-Pr21 issue 1, Revision 2 dated March 2019 under 6.1.9.2 stated stakeholder consultation to be conducted once in 2 years. As for Movement Control Order and National Recovery Plan in Malaysia, the renewal of the Social Impact Assessment was postponed.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>The negative impacts and positive impacts that raised during the assessment were incorporated into the management plan.</p> <p>The mill has established Social Management Plan. Reviewed the management plan dated 30/10/2020.</p>	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Procedures for Complaints and Grievances was documented in Menangani Aduan dan Rungutan. Refer document no. ML-1A/L2-Pr13 issue 0 dated 01/06/2016. This procedure covers:</p> <ul style="list-style-type: none"> a. Problem with the management b. Housing and Workers Housing Problem c. Problem involving estate management d. Complaint & grievance facilities e. Complaint/grievance involving estate workers welfares f. Freedom of speech in welfare meeting <p>FGV has established Whistleblowing Policy. Refer document no. FGV/GGD/POL/001, rev. 8.0 approved by the Board of Directors on 17/11/2020.</p> <p>Policy of whistle-blower policy was established in the sustainability manual 1A dated 1/8/06. The issues emphasized in the policy were Whistleblowing e-form at www.fgvholdings.com if you wish to report or raise concerns related to abuse of power, fraud, bribery, sustainability issues and other misconducts.</p> <p>The policy will ensure identity will be protected. In additional the company has established a hotline number 1800-88-8717 and alert mail alert@fgvholdings.com.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	Kulai POM records all complaints or requests from the stakeholders in Grievances Logbook. No grievances were recorded at the time of the audit. For defects of housing facilities, the report was recorded in "Borang Aduan Kerosakan Rumah". Based on the records of complaints lodged, the actions taken by the management were appropriate and timely manner.	Complied
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	The complaint record book was available in the office and security post, where the stakeholders can easily access in order to lodge their complaint. There was no complaint lodged from any external stakeholders since the last assessment.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	Interview with internal and external stakeholder during stakeholder consultation found that they were aware of the complaint procedure and were briefed by the management during stakeholder meeting.	Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	The records of complaint for the past 24 months (since November 2019) were available in the complaint records book.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation.	The mill is committed and have contributed to local development. The contribution made to the internal and external stakeholders. As evidence, the mill has contributed Food Basket to workers who have been quarantine due to COVID 19.	Complied

Criterion / Indicator		Assessment Findings	Compliance								
- Minor compliance -											
Criterion 4.4.4: Employees safety and health											
4.4.4.1	<p>An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The Group Occupational Safety & Health Management Policy had been established and implemented. There are 3 levels of safety policy engaged by the Mill.</p> <p>a) <i>Dasar Kesihatan Keselamatan Dan Alam Sekitar</i> dated on 15/10/2016 signed by the FGV President/CEO.</p> <p>b) Pernyataan Polisi Kesihatan Dan Kesihatan Keselamatan signed by CEO dated 05/11/2021</p> <p>c) Another level of the policy is issued by the CEO of Felda Palm Industries on 01/01/2021.</p> <p>Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. The Policy is implemented among others through the OSH activities by the on-site Safety Health Officers and monitored by OSH/Plantations Sustainability Department from Head Office.</p>	Complied								
4.4.4.2	<p>The occupational safety and health plan should cover the following:</p> <p>a) A safety and health policy, which is communicated and implemented.</p> <p>b) The risk of all operations shall be assessed and documented.</p> <p>c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill:</p> <p>i. All employees involved are adequately trained on safe working practices;</p>	<p>a. The Policy has been established with details elaborated in 4.4.4.1 above.</p> <p>b. The risk of all operations was assessed and documented under HIRARC. The HIRARC for the mill operations was last reviewed on Jan 2021 initiated in 2016. HIRARC for the following stations/operations/activities among others were sighted;</p> <table border="1"> <thead> <tr> <th></th> <th>Areas/Activities</th> <th></th> <th>Areas /Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Weighbridge/Ramp</td> <td>9</td> <td>Engine Room</td> </tr> </tbody> </table>		Areas/Activities		Areas /Activities	1	Weighbridge/Ramp	9	Engine Room	Complied
	Areas/Activities		Areas /Activities								
1	Weighbridge/Ramp	9	Engine Room								

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance																											
	ii. All precautions attached to products should be properly observed and applied; d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements. g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept ant the concerns of employees and any remedial actions taken shall be recorded. h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees. i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.	2	Fruit Handling	10	Product storage/ Dispatch																												
		3	Continuous sterilizer	11	Laboratory																												
		4	Threshing	12	Water treatment																												
		5	Clarification / Oil Room	13	Effluent Treatment Pond																												
		6	Boiler House	14	Office																												
		7	Electrical	15	Workshop																												
		8	Working at height	16	General Mill Work																												
		c. Training for employees are provided. The training includes for the employees handling chemicals and other safe working procedures. Details of the training organised as shown in 4.4.6.1.																															
		d. The mill issued PPE to all its employees. The common PPE provided are safety boots (2x/year) and safety helmets and cotton gloves. Other specified PPE i.e. are issued for designated type of work such as harness (working at height), leather gloves for the cage handlers and workshop personnel, ear plug for employees working at high noise density etc. Sighted selective issuance for the following;																															
				<table border="1"> <thead> <tr> <th></th> <th>Name M/s</th> <th>PPE</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>W/b Operator</td> <td>Safety shoes</td> <td>07/10/21</td> </tr> <tr> <td>2</td> <td>Aishah- GW</td> <td>Safety shoes</td> <td>16/11/20</td> </tr> <tr> <td>3</td> <td>Rashid - Driver</td> <td>Safety shoes</td> <td>05/11/20</td> </tr> <tr> <td>4</td> <td>Rshid -Driver</td> <td>Cotton gloves</td> <td>29/09/21</td> </tr> <tr> <td>5</td> <td>Rosman - Grader</td> <td>Cotton gloves</td> <td>01/11/21</td> </tr> <tr> <td>6</td> <td>Sani - Grader</td> <td>Safety shoes</td> <td>07/10/21</td> </tr> </tbody> </table>					Name M/s	PPE	Date	1	W/b Operator	Safety shoes	07/10/21	2	Aishah- GW	Safety shoes	16/11/20	3	Rashid - Driver	Safety shoes	05/11/20	4	Rshid -Driver	Cotton gloves	29/09/21	5	Rosman - Grader	Cotton gloves	01/11/21	6	Sani - Grader
	Name M/s	PPE	Date																														
1	W/b Operator	Safety shoes	07/10/21																														
2	Aishah- GW	Safety shoes	16/11/20																														
3	Rashid - Driver	Safety shoes	05/11/20																														
4	Rshid -Driver	Cotton gloves	29/09/21																														
5	Rosman - Grader	Cotton gloves	01/11/21																														
6	Sani - Grader	Safety shoes	07/10/21																														

**MSP0 Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings				Compliance																													
j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals. - Major compliance -	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">7</td> <td style="width: 35%;">Fikri - Lab</td> <td style="width: 30%;">Cotton gloves</td> <td style="width: 10%;"></td> <td style="width: 20%;">20/10/21</td> </tr> <tr> <td>8</td> <td>Nordin - Boiler</td> <td>Leather hand glove</td> <td></td> <td>10/10/21</td> </tr> <tr> <td>9</td> <td>Musa - Oil room</td> <td>Leather hand glove</td> <td></td> <td>20/10/21</td> </tr> </table> <p>e. SOP of handling of chemicals is available in Manual and Prosedur Kerja Selamat - Pengendalian Bahan Kimia ref FPI-PK-036 dated 14/7/10 and Manual Operasi Kilang Sawit. Therein is shown requirement & selection of chemicals, assessment of chemicals hazards, selection of supplier and transportation of chemicals storage and handling.</p> <p>f. The management appointed the Mill Manager as the Chairman for the ESH committee. The appointment was signed by the Regional Controller via letter dated 01/01/2021.</p> <p>g. Communications on safety are made through safety meeting /site supervision/dialogue/briefing during the weekly muster. The safety meeting was held 3 monthly having a total of 4 meetings in a year. The dates of meeting held in 2020/21 were sighted and verified below;</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th>Date</th> <th>Attendee</th> <th></th> <th>Date</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>21/9/21</td> <td>10</td> <td>3</td> <td>24/02/21</td> <td>13</td> </tr> <tr> <td>2</td> <td>15/6/21</td> <td>10</td> <td>4</td> <td>23/11/20</td> <td>13</td> </tr> </tbody> </table> <p>The agenda discussed among others as follows;</p> <ol style="list-style-type: none"> 1. Prestasi keselamatan, kesihatan 2. Laporan Kemalangan 3. Laporan Pemeriksaan Keselamatan Stesen 	7	Fikri - Lab	Cotton gloves		20/10/21	8	Nordin - Boiler	Leather hand glove		10/10/21	9	Musa - Oil room	Leather hand glove		20/10/21		Date	Attendee		Date	Attendee	1	21/9/21	10	3	24/02/21	13	2	15/6/21	10	4	23/11/20	13	
7	Fikri - Lab	Cotton gloves		20/10/21																															
8	Nordin - Boiler	Leather hand glove		10/10/21																															
9	Musa - Oil room	Leather hand glove		20/10/21																															
	Date	Attendee		Date	Attendee																														
1	21/9/21	10	3	24/02/21	13																														
2	15/6/21	10	4	23/11/20	13																														

Criterion / Indicator		Assessment Findings	Compliance										
		<p>4. Laporan audit QOHSE 5. PPE inspection/CHRA 6. Legal compliance 7. Latihan & Program keselamatan 8. Environmental Issues and Compliance Status 9. Other matters</p> <p>h. Accident and emergency procedures are available. There is a formation of ERP Team & ERP for all the identified incidences. The organisation chart for the ERP team was appointed and displayed for information of the employees. Drill for fire ERP was latest organised on 01/11/21. Other ERP were briefed during the weekly gathering and explained during the ad-hoc briefing at individual stations. These training are recorded in the logbook maintained at the operations site.</p> <p>i. Training on the 1st aid was made on 01/11/2021 together with the BOMBA fire prevention session. Other details as per training records provided in 4.4.6.1</p> <p>j. Records of all accidents are kept. Accident incidences are reviewed during safety meetings. Accidents incidences for 2020 were recorded below.</p> <table border="1"> <thead> <tr> <th></th> <th>Cases</th> <th>LTI</th> <th>Non LTI</th> <th>JKKP Submission</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>5</td> <td>52</td> <td>0</td> <td>24/01/2021</td> </tr> </tbody> </table> <p>Most of accidents are related to maintenance team while performing repair work at process stations. Investigations are</p>		Cases	LTI	Non LTI	JKKP Submission	1	5	52	0	24/01/2021	
	Cases	LTI	Non LTI	JKKP Submission									
1	5	52	0	24/01/2021									

Criterion / Indicator		Assessment Findings	Compliance
		made where required JKPP 6 were submitted to DOSH. HIRARC was reviewed accordingly.	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>FGV has established Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 approved by the Board of Directors.</p> <p>Under section 5.2 Respecting Human Rights stated the company commitment to respect human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable internal human rights treaties, subject to the laws and regulations of the countries and which territories of FGV Group operates</p> <p>The policy was communicated to the employee through morning briefing, training and displayed at designated places in the mill.</p>	Complied
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.1 Equality and Non-Discrimination.</p> <p>The section stated that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.3 Management shall ensure that employees’ pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>The management has established employment contract for all workers and contractors’ workers. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, Minimum Wage Order 2020 (amendment) latest Agreement between FGV Palm Industries Sdn. Bhd. and “Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020.</p> <p>Reviewed the employment contract, payslip, EPF and SOCSO contribution for the month of February, May and October 2021, for workers with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 1206003 2. 1206019 3. 1210519 4. 1204324 5. 1203822 6. 1202712 7. 1204104 <p>The salary payment was found accordance with the Minimum Wage Order 2020.</p>	<p>Complied</p>
<p>4.4.5.4 Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>The mill has 7 contractor workers from Orlee Resources. Reviewed the payslip for the month of Feb, March, May, and September for employee with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 030104011589 2. 030110011907 3. 620103015975 	<p>Minor Non-conformity</p>

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings					Compliance																							
		<p>Noted during document review, the SOCSO contribution for the contractors' workers were not as per Employees' Social Security Act 1969 (Act 4). Reviewed the contribution as follows:</p> <table border="1"> <thead> <tr> <th>Name/ID no.</th> <th>Month</th> <th>Salary Range</th> <th>SOCSO contribution as per act</th> <th>Actual SOCSO Contribution</th> </tr> </thead> <tbody> <tr> <td>Muhammad Raffizal Haqimi Mohd Rahmad 03011001X XXX</td> <td>Sept 2021</td> <td>1300 - 1400</td> <td>30.40</td> <td>28.10</td> </tr> <tr> <td rowspan="3">Latiff b. Nanang 62010301X XXX</td> <td>Sept 2021</td> <td>1800 - 1900</td> <td>41.60</td> <td>28.10</td> </tr> <tr> <td>May 2021</td> <td>1700 - 1800</td> <td>39.40</td> <td>37.10</td> </tr> <tr> <td>Mar 2021</td> <td>1300 - 1400</td> <td>30.40</td> <td>25.90</td> </tr> </tbody> </table>					Name/ID no.	Month	Salary Range	SOCSO contribution as per act	Actual SOCSO Contribution	Muhammad Raffizal Haqimi Mohd Rahmad 03011001X XXX	Sept 2021	1300 - 1400	30.40	28.10	Latiff b. Nanang 62010301X XXX	Sept 2021	1800 - 1900	41.60	28.10	May 2021	1700 - 1800	39.40	37.10	Mar 2021	1300 - 1400	30.40	25.90	
Name/ID no.	Month	Salary Range	SOCSO contribution as per act	Actual SOCSO Contribution																										
Muhammad Raffizal Haqimi Mohd Rahmad 03011001X XXX	Sept 2021	1300 - 1400	30.40	28.10																										
Latiff b. Nanang 62010301X XXX	Sept 2021	1800 - 1900	41.60	28.10																										
	May 2021	1700 - 1800	39.40	37.10																										
	Mar 2021	1300 - 1400	30.40	25.90																										
4.4.5.5	<p>The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>FGV Plantations (Malaysia) Sdn Bhd has established Labour Employment Report system for all the data of their workers. The report stated the Name, Worker ID, IC No / Passport No, Year Permit, Date of Birth, Citizenship, Gender, Vendor Name, Calling Visa No, Date Joined, Date Arrival, Status.</p>					Complied																							
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment</p>	<p>The management has established employment contract for all workers and contractors' workers. All the terms and conditions</p>					Complied																							

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
	<p>contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>stated in the employment agreement were as per Labour Act 1955, Minimum Wage Order 2020 (amendment) latest Agreement between FGV Palm Industries Sdn. Bhd. and "Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020.</p> <p>Reviewed the employment contract, for workers with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 1206003 2. 1206019 3. 1210519 4. 1204324 5. 1203822 6. 1202712 7. 1204104 	
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers.</p> <p>- Major compliance -</p>	<p>The mill management has implemented the Thumb Print system to record the working hours and overtimes carried out by the workers.</p>	Complied
4.4.5.8	<p>The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p>- Major compliance -</p>	<p>Normal working hours is 8 hours/day. Total monthly working hours is 208 hours. Verified the pays lips, the payment and calculation of overtime well distributed.</p> <p>The overtime rate after 8 hours daily rated is: Process</p> <ul style="list-style-type: none"> • Normal working – daily rated / 8 hours x 1.5 • Restday - daily rated / 8 hours x 2.0 • Public holiday – daily rated / 8 hours x 3.0 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>The overtime rate after 8 hours monthly rated is: Workshop</p> <ul style="list-style-type: none"> • Mon - Sat – flat rate • Sunday – flat rate x 2.0 • Public holiday – flat rate x 3.0 	
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>Salary slips clearly shows the calculations of gross salary, all deductions and net salary of a worker. Workers interviewed confirmed that they are being paid more than the stipulated minimum wage and that they understand all the deductions being made.</p> <p>Documented pay slip was distributed to individual workers on the day of payment. The payslip and the inputs were reviewed to confirm the wages and overtime is in line with legal requirements of Employment Act 1955. Reviewed payslip, EPF and SOCSO contribution for the month of February, May and October 2021, for workers with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 1206003 2. 1206019 3. 1210519 4. 1204324 5. 1203822 6. 1202712 7. 1204104 	Complied
4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional</p>	<p>All local workers, staffs and executives, all of them are covered under EPF & SOCSO as required by the Malaysian Laws and Regulations.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	development, medical care provisions and improvement of social surroundings. - Minor compliance -	Among other benefits offered to the employees according to the latest Agreement between FGV Palm Industries Sdn. Bhd. and "Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020 as follows: 1. Housing allowance 2. Hardship allowance 3. Responsibility allowance 4. Shift allowance 5. Head of department allowance 6. Laundry allowance 7. Motorcycle allowance 8. Regional allowance.	
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities. - Major compliance -	Housing is provided to workers with basic amenities. Water and electricity are supplied by public domain. There are complete facilities such surau, bathroom and kitchen. As per section 41.2 and 41.3 of latest agreement between FGV Palm Industries Sdn. Bhd. and "Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020, water bill is subsidized up to maximum RM15/month whereas electricity bill is fully borne by the employees (occupants).	Complied
4.4.5.12	The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.5 Preventing Harassment and abuse. In the policy stated the FGV group shall not tolerate any form of harassment and abuse including physical, sexual, physiological or verbal. Everyone shall be treated with respect and dignity.	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.13 The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.2.9 stated that FGV Group recognizes and respects employees' rights to freedom of association and collective bargaining.</p> <p>Reviewed the latest agreement between FGV Palm Industries Sdn. Bhd. and "Kesatuan Pekerja – Pekerja and FGV Palm Industries Sdn. Bhd. (Semenanjung) no. 031/2020 dated 31/01/2020.</p>	<p>Complied</p>
<p>4.4.5.14 Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation.</p> <p>- Major compliance -</p>	<p>As stated in the Group Sustainability Policy. Refer policy no. FGV/SED/POL/001, revision 4 dated 17/11/2020 under section 5.2.2.4.</p> <p>The policy stated while FGV is committed to employ only person with the age of 18 and above, FGV recognizes that Malaysian laws allow for young person to be engage in certain forms of employment.</p>	<p>Complied</p>
<p>Criterion 4.4.6: Training and competency</p>		
<p>4.4.6.1 All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training.</p> <p>- Major compliance -</p>	<p>The annual training program has been established and significantly covers all aspects of the MSP0 requirement. Additional subjects include mill operating procedures, parameters of mill produce, machinery maintenance etc. The training program also specified the target group of employees to be trained under the allocated subjects and assisted by SCCD personnel. The following topics included in the annual training program 2020/21 among others are shown below;</p>	<p>Complied</p>

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance
			Subjects		Subjects	
		1	OSH Act & regulations 1994	10	Water treatment	
		2	Environmental Quality Act 1974	11	HCV & Biodiversity training	
		3	USECHH 2000/HIRARC	12	NADOPOD/HIRARC	
		4	OSH Committee & function	13	5S /LOTO	
		5	Workplace inspection	14	Chemical management	
		6	First Aid	15	Hearing conservation	
		7	SW compliance	16	Safe working procedure	
		8	RSPO/MSPO/SCCS	17	Water treatment Plant	
		9	Working at height	18	Environ Management	
		Records of training for Kulai Palm Oil Mill are shown below.				
			Date	Subject	Attendee	
		1	04/03/21	Mill operations briefing	11	
		2	09/03/21	Mill operations briefing	10	
		3	14/07/20	DOE compliance briefing	4	
		4	26/10/21	CPO / CPK quality	9	
		5	24/12/20	Dialogue with KZ 2	4	
		6	16/10/21	W/shop mechanics Course	1	
		7	29/09/20	Integrity Enhancement	10	
		8	27/07/20	ROLEK parts briefing	1	
		9	26/08/20	Basic Pump Seminar	1	
		10	26/9/21	Mill operation - Region Head	11	
		11	01/11/21	BOMBA - fire prevention	Entire	

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance
		12	23/04/21	AESP Authorized Entrance	2	
		13	24/12/20	AESP Authorized Entrance	2	
		14	15/03/21	Workshop Operations	2	
		15	29/05/21	Workshop Operations	2	
		16	16/02/20	Workshop Operations	2	
		17	03/11/21	Fire Drill	Entire	
		18	12/05/21	Mill Inspection – Briefing	4	
		19	28/07/20	MSPO Awareness	2	
		20	08/09/20	DOE compliance	6	
		21	26/10/21	MSPO/RSPO SCC	10	
		22	01/09/21	Dialogue with - Zone Head	10	
		23	19/11/20	Chemical handling	13	
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>The training needs for the mill 2020/21 training program has been established. The details of the training needs include categories of stations, subjects, and employees' group.</p> <p>Included in this program are subjects related to environment e.g. environmental, safety & health policy, scheduled waste management, environmental responsibility, HCV & Biodiversity training, machine handling, mill stations operations, control of process parameters, workshop management. etc. The compilation from the approved training needs is later transferred to the formation of the training program.</p>				
4.4.6.3	<p>A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure.</p>	<p>This is compliance and detailed in 4.4.6.1 & 4.4.6.2 above. Training program are made on annual basis. In addition, it is subject for a review during the financial year should need arises.</p>				Complied

Criterion / Indicator		Assessment Findings	Compliance									
- Minor compliance -												
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services												
Criterion 4.5.1: Environmental Management Plan												
4.5.1.1	An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented. - Major compliance -	There is a <i>Dasar Alam Sekitar</i> for the mill issued and endorsed in 20/11/17 by the <i>Ketua Pegawai Eksekutif</i> of FPI. Above this policy is another policy relating to environmental engaged by FGV Holdings. Therein the policy among others stated that the Company is committed; a) to protecting the environment and conserving biodiversity through sustainable development. b) Abide by all legislative requirement c) Manages environmental risk and providing reasonable resources to minimise risk and pollution to environment d) Continuing and improving efficiency towards enhancing environment.	Complied									
4.5.1.2	The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations - Major compliance -	Policy is available, and objectives stated therein. Among others the objectives are to comply with DOE regulatory requirement. Initiative in plan as tabled below; <table border="1" data-bbox="1093 1161 1865 1359"> <thead> <tr> <th></th> <th>Projects</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operation</td> <td>Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.</td> </tr> <tr> <td>2</td> <td>Environmental</td> <td>Installation of membrane filter for the ETP to enhance the BOD lowering level</td> </tr> </tbody> </table>		Projects	Details	1	Operation	Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.	2	Environmental	Installation of membrane filter for the ETP to enhance the BOD lowering level	Complied
	Projects	Details										
1	Operation	Expansion of loading ramp for ramp improved management budgeted at RM 120K to be initiated in 2022.										
2	Environmental	Installation of membrane filter for the ETP to enhance the BOD lowering level										

Criterion / Indicator		Assessment Findings			Compliance
				to meet DOE standard RM 1M planned to commence in 2022.	
		3	Environmental	Aeration Modification 2021	
		4	Environmental	On-line desludging system RM100K	
		5	Operations	Construction of roofing at the EFB shredded station to improve the storage capacity budget of RM140K.to be launched in 2022.	
		The environmental aspects and impact evaluation has been established for the mill operations covering activities in relation to reception, sterilisation, oil room operation, kernel processing, boiler operation, power generation, crude palm oil storage leakage and spillage, ruptured, effluent pond operations and diesoline storage tank. The list was reviewed on Jan 2021.			
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored. - Major compliance -	The mill monitors aspects and impacts among others the following activities This plan is available and similar to the reduction of pollution and emission. Mainly the areas relating to significant impact to the environment and the effort implemented are summarised below.			Complied
			Environmental concerns	Solution Procedure/Action Plan	
		1	Water Quality	Continuous monitoring water quality at identified points of river for detection of quality/pollution Analysis made at certified laboratory	River, Water Treatment Plant,

**MSP0 Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings				Compliance															
				Advisory/guidance from Health Ministry																	
		2	Air Quality	Adherence to the legislative requirement on boiler emission Prohibition of open burning Fibre and shell are used as fuel in the boiler furnace Monitoring of CEMS system	Boiler operation mill complex																
		3	Scheduled waste	Scheduled wastes are managed in accordance with the regulatory requirements.	Source of generation / store																
		<p>Records of periodical reporting of the listed issues were available. These were the evidence which showed that the plans been monitored. The plans were reviewed annually during the Management review / ESH meeting where environmental issues were discussed.</p>																			
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	<p>Details are included in the continual improvement plan. Details as summarized below:</p> <table border="1"> <thead> <tr> <th></th> <th>Projects</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operation</td> <td>Expansion of loading ramp budgeted at RM 120K planned 2022.</td> </tr> <tr> <td>2</td> <td>Environmental</td> <td>Installation of membrane filter at ETP for BOD lowering level of DOE standard RM 1M planned in 2022.</td> </tr> <tr> <td>3</td> <td>Environmental</td> <td>Aeration Modification in 2021</td> </tr> <tr> <td>4</td> <td>Environmental</td> <td>On-line desludging system RM100K</td> </tr> </tbody> </table>					Projects	Details	1	Operation	Expansion of loading ramp budgeted at RM 120K planned 2022.	2	Environmental	Installation of membrane filter at ETP for BOD lowering level of DOE standard RM 1M planned in 2022.	3	Environmental	Aeration Modification in 2021	4	Environmental	On-line desludging system RM100K	Complied
	Projects	Details																			
1	Operation	Expansion of loading ramp budgeted at RM 120K planned 2022.																			
2	Environmental	Installation of membrane filter at ETP for BOD lowering level of DOE standard RM 1M planned in 2022.																			
3	Environmental	Aeration Modification in 2021																			
4	Environmental	On-line desludging system RM100K																			

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings		Compliance
		5	Operations Construction of roof at EFB shredded station to improve the storage capacity budget of RM140K.in 2022.	
		6	Safety Zero accident in the mill.	
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. - Major compliance -	<p>A training program is available and updated on yearly basis or revised as per the management requirement. Included in this programme are subjects related to environment among others listed below;</p> <ul style="list-style-type: none"> a) Environmental Quality Act & Regulations 1974 b) Environmental, safety & health policy, c) ERP Oil /chemical spill d) Scheduled waste management, e) Environmental responsibility, HCV & Biodiversity training. 		Complied
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	<p>The environmental issues are discussed in a meeting by the EPMC (Environmental Performance Monitoring Committee) Meeting is held 4x /year. The agenda discussed among others as follows;</p> <ul style="list-style-type: none"> a) matters arising b) performance of environment compliance c) report on environmental pollution d) self-compliance checklist performance e) effluent treatment /clean air / scheduled waste f) audit report on ISO 14001 EMS / RSPO/MSPO g) Domestic waste issues 		Complied

Criterion / Indicator		Assessment Findings	Compliance
		In addition, environmental issues were also discussed during the quarterly ESH meetings and also briefed during the weekly muster.	
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period - Major compliance -	<p>The monitoring is recorded in environment performance indicator- electricity generated by steam turbine tabulated for the financial year Jan-Dec. It is calculated as electricity generated from turbine that produces power for the mill entire complex operation unit in kwh/mt FFB. A monthly record on energy consumption for both renewable and non-renewable sources were also maintained documented. It is monitored to optimize use of renewable energy. The data is compiled for comparison and control for future improvement with aim of gradual reduction particularly diesel.</p> <p>Under the annual energy management plan 2020/21 the mill aimed for reduction plan among others;</p> <ul style="list-style-type: none"> i. Educate workers on fuel saving practice ii. Avoid leakages during vehicles maintenance. 	Complied
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	<p>The mill records the following data and tabulated the ratio against the FFB processed to determine the efficiency of their operations;</p> <ul style="list-style-type: none"> i. All the diesel used (non-renewable) for the mill operations ii. Fibre/shell used (renewable) <p>The diesel consumption/mt FFB in 2020/21 is shown below. Baseline is 0.50L/mt FFB</p>	Complied

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance																																																												
		<table border="1"> <thead> <tr> <th colspan="4">2020</th> </tr> <tr> <th>Month</th> <th>FFB processed</th> <th>Diesel /L</th> <th>Diesel /FFB</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>4800</td> <td>3258</td> <td>0.68</td> </tr> <tr> <td>Feb</td> <td>12650</td> <td>5489</td> <td>0.43</td> </tr> <tr> <td>Mac</td> <td>9450</td> <td>6166</td> <td>0.65</td> </tr> <tr> <td>April</td> <td>16230</td> <td>9790</td> <td>0.60</td> </tr> <tr> <td>May</td> <td>11900</td> <td>7992</td> <td>0.67</td> </tr> <tr> <td>June</td> <td>14600</td> <td>7928</td> <td>0.54</td> </tr> <tr> <td>July</td> <td>16380</td> <td>9220</td> <td>0.56</td> </tr> <tr> <td>Aug</td> <td>15650</td> <td>12424</td> <td>0.79</td> </tr> <tr> <td>Sept</td> <td>14040</td> <td>15221</td> <td>1.08</td> </tr> <tr> <td>Oct</td> <td>12520</td> <td>9573</td> <td>0.76</td> </tr> <tr> <td>Nov</td> <td>12030</td> <td>10844</td> <td>0.90</td> </tr> <tr> <td>Dec</td> <td>8970</td> <td>7168</td> <td>0.80</td> </tr> <tr> <td>Total</td> <td>149220</td> <td>105073</td> <td>0.70</td> </tr> </tbody> </table>				2020				Month	FFB processed	Diesel /L	Diesel /FFB	Jan	4800	3258	0.68	Feb	12650	5489	0.43	Mac	9450	6166	0.65	April	16230	9790	0.60	May	11900	7992	0.67	June	14600	7928	0.54	July	16380	9220	0.56	Aug	15650	12424	0.79	Sept	14040	15221	1.08	Oct	12520	9573	0.76	Nov	12030	10844	0.90	Dec	8970	7168	0.80	Total	149220	105073	0.70	
2020																																																																		
Month	FFB processed	Diesel /L	Diesel /FFB																																																															
Jan	4800	3258	0.68																																																															
Feb	12650	5489	0.43																																																															
Mac	9450	6166	0.65																																																															
April	16230	9790	0.60																																																															
May	11900	7992	0.67																																																															
June	14600	7928	0.54																																																															
July	16380	9220	0.56																																																															
Aug	15650	12424	0.79																																																															
Sept	14040	15221	1.08																																																															
Oct	12520	9573	0.76																																																															
Nov	12030	10844	0.90																																																															
Dec	8970	7168	0.80																																																															
Total	149220	105073	0.70																																																															

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings				Compliance																																																
		<table border="1"> <thead> <tr> <th colspan="4">2021</th> </tr> <tr> <th>Month</th> <th>FFB processed</th> <th>Diesel /L</th> <th>Diesel /FFB</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>4800</td> <td>3258</td> <td>0.68</td> </tr> <tr> <td>Feb</td> <td>12650</td> <td>5489</td> <td>0.43</td> </tr> <tr> <td>Mac</td> <td>9450</td> <td>6166</td> <td>0.65</td> </tr> <tr> <td>April</td> <td>16230</td> <td>9790</td> <td>0.60</td> </tr> <tr> <td>May</td> <td>11900</td> <td>7992</td> <td>0.67</td> </tr> <tr> <td>June</td> <td>14600</td> <td>7928</td> <td>0.54</td> </tr> <tr> <td>July</td> <td>16380</td> <td>9220</td> <td>0.56</td> </tr> <tr> <td>Aug</td> <td>15650</td> <td>12424</td> <td>0.79</td> </tr> <tr> <td>Sept</td> <td>14040</td> <td>15221</td> <td>1.08</td> </tr> <tr> <td>Oct</td> <td>12520</td> <td>9573</td> <td>0.76</td> </tr> </tbody> </table>				2021				Month	FFB processed	Diesel /L	Diesel /FFB	Jan	4800	3258	0.68	Feb	12650	5489	0.43	Mac	9450	6166	0.65	April	16230	9790	0.60	May	11900	7992	0.67	June	14600	7928	0.54	July	16380	9220	0.56	Aug	15650	12424	0.79	Sept	14040	15221	1.08	Oct	12520	9573	0.76	
2021																																																						
Month	FFB processed	Diesel /L	Diesel /FFB																																																			
Jan	4800	3258	0.68																																																			
Feb	12650	5489	0.43																																																			
Mac	9450	6166	0.65																																																			
April	16230	9790	0.60																																																			
May	11900	7992	0.67																																																			
June	14600	7928	0.54																																																			
July	16380	9220	0.56																																																			
Aug	15650	12424	0.79																																																			
Sept	14040	15221	1.08																																																			
Oct	12520	9573	0.76																																																			
		Factors relating to weather condition, FFB ramp balances, vehicles breakdown, gen-set breakdown are the attributes to the variation in the Diesel/FFB ratio performance.																																																				
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	The fibre and shell are used in the boiler for fuel recycled in the process system. Surplus quantity of shell/fibre are delivered to estates for multi purposes or sold to outside buyers. EFB is used in the estates for mulching.				Complied																																																
Criterion 4.5.3: Waste management and disposal																																																						
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	FGV Kulai POM had identified all wastes and sources of pollution. The Waste Management Action Plan 2021 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;				Complied																																																

**MSP0 Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings		Compliance																																	
		<table border="1"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </tbody> </table> <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2021 reviewed annually. The waste generated from the mill/estates operations as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Scheduled waste</td> <td>Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>rubbish from the mill/estate complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>Fiber, palm kernel shell, boiler ash, scrap iron</td> </tr> <tr> <td>4</td> <td>Sewage</td> <td>Sewage from housing/office complex</td> </tr> </tbody> </table> <p>The pollution identified from the mill/estate activities:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG	2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down	3	Land	Scheduled waste, domestic waste and industrial/process waste.		Type of waste	Details	1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	rubbish from the mill/estate complex and employees' quarters	3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron	4	Sewage	Sewage from housing/office complex		Type of waste	Details				
	Receptor	Sources																																			
1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG																																			
2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down																																			
3	Land	Scheduled waste, domestic waste and industrial/process waste.																																			
	Type of waste	Details																																			
1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries																																			
2	Domestic waste	rubbish from the mill/estate complex and employees' quarters																																			
3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron																																			
4	Sewage	Sewage from housing/office complex																																			
	Type of waste	Details																																			

Criterion / Indicator		Assessment Findings		Compliance																		
		1	Black smoke Emission from Boilers/vehicles/engines																			
		2	Odor & gases Activities from the effluent treatment																			
		3	Leakage of lubricant Storage & vehicle maintenance																			
4.5.3.2	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.</p> <p>- Major compliance -</p>	<p>FGV Kulai POM had identified all wastes and sources of pollution. The Waste Management Action Plan 2021 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;</p> <table border="1"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </tbody> </table> <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2021 reviewed annually. The waste generated from the mill/estates operations as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG	2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down	3	Land	Scheduled waste, domestic waste and industrial/process waste.		Type of waste	Details				Complied
	Receptor	Sources																				
1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG																				
2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down																				
3	Land	Scheduled waste, domestic waste and industrial/process waste.																				
	Type of waste	Details																				

Criterion / Indicator		Assessment Findings				Compliance
		1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries		
		2	Domestic waste	rubbish from the mill/estate complex and employees' quarters		
		3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron		
		4	Sewage	Sewage from housing/office complex		
		The pollution identified from the mill operations / activities:				
			Type of waste	Details		
		1	Black smoke	Emission from Boilers/vehicles/engines		
		2	Odor & gases	Activities from the effluent treatment		
		3	Leakage of lubricant	Storage & vehicle maintenance		
4.5.3.3	<p>The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005</p> <p>- Major compliance -</p>	<p>FGV Kulai POM had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat ii. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX <p>The scheduled waste is disposed to Kualiti Alam Sdn Bhd registered with DOE.</p>				Complied
		Date	SW 305	SW 409	SW410	SW206
		27/7/20	0.569	0.284	0.032	0.010

Criterion / Indicator		Assessment Findings					Compliance												
		25/2/21	0.374	0.188	0.158	-													
		08/9/21	0.562	0.051	0.061	-													
		08/9/21	0.588	0.080	0.090	-													
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. - Minor compliance -	No pesticides containers being used in the mill activities. The procedures established in the procedure titled "Handling of chemicals is available in <i>Manual and Prosedur Kerja Selamat - Pengendalian Bahan Kimia</i> ref FPI-PK-036 dated 14/7/10. The <i>Manual Operasi Kilang Sawit</i> is used for guidelines whenever the mill needs to handle of such material when necessary.					Complied												
Criterion 4.5.4: Reduction of pollution and emission																			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	The polluting activities are identified and documented in the Environmental Aspect & Impact Identification. From the EAI, it will be evaluated for the impact and any impact will be included in the management plan. The evaluation is documented in the Environmental Impact Evaluation. All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2021 reviewed annually. The waste generated from the mill/estates operations as shown below:					Complied												
		<table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Scheduled waste</td> <td>Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>rubbish from the mill/estate complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>Fiber, palm kernel shell, boiler ash, scrap iron</td> </tr> </tbody> </table>							Type of waste	Details	1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	rubbish from the mill/estate complex and employees' quarters	3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron
	Type of waste	Details																	
1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries																	
2	Domestic waste	rubbish from the mill/estate complex and employees' quarters																	
3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron																	

Criterion / Indicator		Assessment Findings		Compliance																
		4	Sewage Sewage from housing/office complex																	
		<p>The pollution identified from the mill operations / activities:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th colspan="2">Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Black smoke</td> <td>Emission</td> <td>from Boilers/vehicles/engines</td> </tr> <tr> <td>2</td> <td>Odor & gases</td> <td colspan="2">Activities from the effluent treatment</td> </tr> <tr> <td>3</td> <td>Leakage of lubricant</td> <td colspan="2">Storage & vehicle maintenance</td> </tr> </tbody> </table> <p>The mill also monitored and maintained records on Palm GHG. Inclusive in the report are the plantation/field emission data from field emission and sinks (tCO2e/t FFB) and mill emission from mill emission and credits (tCO2e/t FFB).</p>			Type of waste	Details		1	Black smoke	Emission	from Boilers/vehicles/engines	2	Odor & gases	Activities from the effluent treatment		3	Leakage of lubricant	Storage & vehicle maintenance		
	Type of waste	Details																		
1	Black smoke	Emission	from Boilers/vehicles/engines																	
2	Odor & gases	Activities from the effluent treatment																		
3	Leakage of lubricant	Storage & vehicle maintenance																		
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<p>The action plan to reduce the pollution is tabled below.</p> <table border="1"> <thead> <tr> <th></th> <th>Environmental Issues</th> <th>Management/Action Plan</th> <th>Time frame</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Boiler- Black smoke</td> <td>To monitor the condition of dust cyclone every 3 months To carry out boiler furnace cleaning every week</td> <td>AMM</td> </tr> <tr> <td>2</td> <td>Effluent- Odor & gases</td> <td>To maintain proper feeding into digestion process of effluent to prevent severe and unpleasant odour</td> <td>AMM</td> </tr> </tbody> </table>			Environmental Issues	Management/Action Plan	Time frame	1	Boiler- Black smoke	To monitor the condition of dust cyclone every 3 months To carry out boiler furnace cleaning every week	AMM	2	Effluent- Odor & gases	To maintain proper feeding into digestion process of effluent to prevent severe and unpleasant odour	AMM	Complied				
	Environmental Issues	Management/Action Plan	Time frame																	
1	Boiler- Black smoke	To monitor the condition of dust cyclone every 3 months To carry out boiler furnace cleaning every week	AMM																	
2	Effluent- Odor & gases	To maintain proper feeding into digestion process of effluent to prevent severe and unpleasant odour	AMM																	

Criterion / Indicator		Assessment Findings			Compliance																					
		3	Vehicles/Lorries- Leakage of lubricant/diesel	Ensure maintenance schedule to be strictly followed To place all lubricant oil drum on metal trays. Vehicles awaiting entry into the mill to be switched off	AMM																					
		4	Domestic waste – odor and environmental pollution	Only organic waste to be disposed. NO burning and NIL disposal of empty chemicals containers into landfill.	AMM																					
		All efforts and action plan for the identified pollutants and emission above at current is adequate to comply with the requirement. All identified issues have significant impacts to the environment.																								
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	Palm oil mill effluent (POME) is treated to ensure compliance with the DOE standards. Interviews with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements. a) No over flow was observed, and flow meter reading was recorded daily. Submission to DOE are made through <i>Borang Penyata Suku Tahunan</i>				Complied																				
		<table border="1"> <thead> <tr> <th>Sample date</th> <th>Std</th> <th>6/10/20</th> <th>28/11/20</th> <th>18/12/20</th> </tr> </thead> <tbody> <tr> <td>PH</td> <td>5.-9.</td> <td>8.60</td> <td>8.40</td> <td>8.40</td> </tr> <tr> <td>BOD</td> <td>20</td> <td>24</td> <td>57</td> <td>26</td> </tr> <tr> <td>COD</td> <td>-</td> <td>285</td> <td>378</td> <td>198</td> </tr> </tbody> </table>			Sample date	Std	6/10/20	28/11/20	18/12/20	PH	5.-9.	8.60	8.40	8.40	BOD	20	24	57	26	COD	-	285	378	198		
Sample date	Std	6/10/20	28/11/20	18/12/20																						
PH	5.-9.	8.60	8.40	8.40																						
BOD	20	24	57	26																						
COD	-	285	378	198																						

MSP0 Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings					Compliance	
			Total solids	-	4724	3904	4220	
			S Solids	200	71	156	134	
			Oil & grease	5.0	7.00	6.00	4.00	
			A Nitrogen	20	0.00	27.00	0.00	
			Total N	200	6.00	49.00	0.00	
		b) FGV Kulai POM DOE license no 004683 was for water discharge requirement of which is BOD less than 20 mg/l. c) The results from final discharge were compliance within parameter limit except for the BOD of which the mill had obtained via appeal letter dated 06/7/2020, 15/09/2020 17/11/2020 to DOE Johor. Outcome of discussion and appeal has yet to finalise. d) The mill in the interim has made the following initiative for the BOD reduction among others as stated below.						
			Projects/ Initiative					
		1	Installation of membrane filter - ETP RM1M 2022.					
		2	Scheduled effluent pond desludging RM200K					
		3	Aeration Modification 2021					
		4	On-line desludging system RM100K					
Criterion 4.5.5: Natural water resources								
4.5.5.1	The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a) Assessment of water usage and sources.	The mill water management plan has been established and reviewed in Jan 2021. Among others the plan therein emphasized; <ul style="list-style-type: none"> i. rain water harvesting for cleaning purposes, ii. water from the reservoir/catchment for the mill operations iii. continual training for workers on water efficiency consumption 					Complied	

Criterion / Indicator		Assessment Findings				Compliance	
	b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities. c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). - Major compliance -	iv. desilting of water reservoir to retain the reservoir optimal capacity.					
			Source	Activity	Threat		Action Plan
		1	Reservoir/pond/SAJ/Rain	Chemical mixing	Pollution Draught Wastage		Enforcement of buffer zone as non-spraying activities.
		2		General Upkeep	Pollution Draught Wastage		Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.
		3		Line site	Pollution Draught Wastage		Every house is supplied with containers. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.
4			Water pollution	Prohibit workers from activities at water source Drinking water analysis.			

Criterion / Indicator		Assessment Findings					Compliance
						Monitor condition of septic tank Adhere SW management procedure to avoid pollution caused by SW.	
4.5.5.2	Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations. - Major compliance -	The mill at current had no plan to phase out the existing discharge method. However, the following initiatives are planned by the management for the BOD reduction.					Complied
		Projects/ Initiative					
		1	Installation of membrane filter - ETP RM1M 2022.				
		2	Scheduled effluent pond desludging RM200K				
		3	Aeration Modification 2021				
		4	On-line desludging system RM100K				
4.6 Principle 6: Best Practices							
Criterion 4.6.1: Mill Management							
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The mill processing system is documented in the following documents among others; i. The Mill Lestari Processing Manual ii. Mill Standard Operating Procedure, iii. The Mill Quality Management Manual iv. Prosedur Kerja Selamat v. Manual Kelestarian (Sustainability)					Complied

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance																	
		<p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from;</p> <ul style="list-style-type: none"> i. the reception, sterilization, threshing, pressing, ii. clarification, depericarping (nut polishing) station, iii. effluent, laboratory, workshop, dispatches etc. <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p>																		
4.6.1.2	<p>All palm oil mills shall implement best practices. - Major compliance -</p>	<p>The monitoring of the mill process is made through the shift supervision headed by an Assistant Engineer. All process parameters are documented and summarized in a daily report.</p> <p>The external monitoring is made through visits by the RC/ZH and also technical personnel from the Head Office. DOSH performed the annual UPV machinery inspection. In addition, there are audits by SCCD and ADK. This is to ensure compliance to Policies, procedures in relation mill operations, financial, OSH, welfare among others. Other mechanism as described below.</p> <table border="1"> <thead> <tr> <th></th> <th>Areas</th> <th>Action/Activities</th> </tr> </thead> <tbody> <tr> <td rowspan="2">1</td> <td rowspan="2">Daily</td> <td>Supervision by staff/Assist/Manager</td> </tr> <tr> <td>Report of daily activities/costings/variation</td> </tr> <tr> <td rowspan="4">2</td> <td rowspan="4">Schedule</td> <td>Quarterly ESH meeting</td> </tr> <tr> <td>Internal audits by GCAD / SHO</td> </tr> <tr> <td>External audit RSPO /MSPO</td> </tr> <tr> <td>Zone Head / Regional Controller visit.</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Annual</td> <td>Annual EPMC</td> </tr> <tr> <td>Medical surveillance</td> </tr> </tbody> </table>		Areas	Action/Activities	1	Daily	Supervision by staff/Assist/Manager	Report of daily activities/costings/variation	2	Schedule	Quarterly ESH meeting	Internal audits by GCAD / SHO	External audit RSPO /MSPO	Zone Head / Regional Controller visit.	3	Annual	Annual EPMC	Medical surveillance	Complied
	Areas	Action/Activities																		
1	Daily	Supervision by staff/Assist/Manager																		
		Report of daily activities/costings/variation																		
2	Schedule	Quarterly ESH meeting																		
		Internal audits by GCAD / SHO																		
		External audit RSPO /MSPO																		
		Zone Head / Regional Controller visit.																		
3	Annual	Annual EPMC																		
		Medical surveillance																		

Criterion / Indicator		Assessment Findings	Compliance																														
		The mill maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with RC/ZH.																															
Criterion 4.6.2: Economic and financial viability plan																																	
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	<p>The annual business plan 2021-2025 is available. The document is in the form of annual budget and the projection for 5 years (Budget year, PY2, PY3, PY4, PY5) prepared as guidance for future planning. The business plan contains FFB processed, production of CPO & CPK.</p> <p>The Component of operating expenditure among others includes;</p> <ul style="list-style-type: none"> i. process labour, ii. maintenance external, maintenance parts, iii. consumable, EVIT, iv. admin cost, v. labour overhead. <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>FFB processed</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>OER</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>KER</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>Administration</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> </tbody> </table>	Year	2021	2022	2023	2024	2025	FFB processed	x	x	x	x	x	OER	x	x	x	x	x	KER	x	x	x	x	x	Administration	x	x	x	x	x	Complied
Year	2021	2022	2023	2024	2025																												
FFB processed	x	x	x	x	x																												
OER	x	x	x	x	x																												
KER	x	x	x	x	x																												
Administration	x	x	x	x	x																												

**MSP0 Public Summary Report
Revision 1 (Feb 2020)**

Criterion / Indicator		Assessment Findings					Compliance	
		Processing cost	x	x	x	x	x	
		Depreciation	x	x	x	x	x	
		H Q charges	x	x	x	x	x	
		RM/mt FFB	x	x	x	x	x	
		RM/mt CPO	x	x	x	x	x	
		<p>Inclusive in the business plan is also Capital Expenditure (CAPEX) among others showing expenditure on;</p> <ul style="list-style-type: none"> i. replacement / upgrading of building/ ii. machinery, iii. workers' amenities and staff <p>The profit and loss statement were made available prepared by the Regional office/Head Office</p>						
Criterion 4.6.3: Transparent and fair price dealing								
4.6.3.1	<p>Pricing mechanisms for the products and other services shall be documented and effectively implemented.</p> <p>- Major compliance -</p>	<p>Current and previous FFB prices available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will updated the daily FFB prices to the mill on daily basis.</p> <p>Fair pricing calculated based on daily price declared by MPOB (OER 20%) awarded to suppliers including smallholders as specified in the FFB Purchasing Agreements under section 2: Price Calculation Formula.</p> <p>Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices dated 01/11/2021 – 08/11/2021 and FFB prices report for the month of October 2021.</p>					Complied	

Criterion / Indicator		Assessment Findings	Compliance												
		As for contract work, the price determines by Mill Management, Regional Office Zonal Office or HQ base on value of the contract. All contracts are kept in Mill office. Sighted the Contract Agreement signed by Contractor and Mill.													
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner. Reviewed the contracts as follows:</p> <ol style="list-style-type: none"> 1. "Surat Perintah Kerja" no. 3301514708/20958323 between FGV Kulai POM and Teknovasi Terbilang Sdn. Bhd. dated 06/10/2021 2. "Surat Perintah Kerja" no. 330151366/20958772 between FGV Kulai POM and H.K Ngan Engineering Sdn. Bhd. dated 09/10/2021 3. "Surat Perintah Kerja" no. 3301515537/20959047 between FGV Kulai POM and Kejuruteraan Letrik Tegap Maju dated 12/10/2021 4. Contract agreement between FGV and Bingan Jaya Sdn. Bhd. dated 28/09/2015. <p>Reviewed the payment records for FFB Suppliers as follows:</p> <ol style="list-style-type: none"> 1. Md. Fadzir Mohd Lajim <table border="1" data-bbox="1128 1150 1733 1355"> <thead> <tr> <th>Payment References no.</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>MYIG210929173300</td> <td>29/09/2021</td> </tr> <tr> <td>MYIG211006211472</td> <td>06/10/2021</td> </tr> <tr> <td>MYIG211013814156</td> <td>13/10/2021</td> </tr> <tr> <td>MYIG211027536431</td> <td>27/10/2021</td> </tr> <tr> <td>MYIG211103027015</td> <td>03/11/2021</td> </tr> </tbody> </table> 2. Eng Huat Latex Concentrate 	Payment References no.	Date	MYIG210929173300	29/09/2021	MYIG211006211472	06/10/2021	MYIG211013814156	13/10/2021	MYIG211027536431	27/10/2021	MYIG211103027015	03/11/2021	Complied
Payment References no.	Date														
MYIG210929173300	29/09/2021														
MYIG211006211472	06/10/2021														
MYIG211013814156	13/10/2021														
MYIG211027536431	27/10/2021														
MYIG211103027015	03/11/2021														

Criterion / Indicator		Assessment Findings		Compliance												
		<table border="1"> <thead> <tr> <th>Payment References no.</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>MYIT210811746982</td> <td>11/08/2021</td> </tr> <tr> <td>MYIT210818904570</td> <td>18/08/2021</td> </tr> <tr> <td>MYIT210825858407</td> <td>25/08/2021</td> </tr> <tr> <td>MYIT210902177389</td> <td>02/09/2021</td> </tr> <tr> <td>MYIT210908343194</td> <td>08/09/2021</td> </tr> </tbody> </table>	Payment References no.	Date	MYIT210811746982	11/08/2021	MYIT210818904570	18/08/2021	MYIT210825858407	25/08/2021	MYIT210902177389	02/09/2021	MYIT210908343194	08/09/2021		
Payment References no.	Date															
MYIT210811746982	11/08/2021															
MYIT210818904570	18/08/2021															
MYIT210825858407	25/08/2021															
MYIT210902177389	02/09/2021															
MYIT210908343194	08/09/2021															
		<p>3. Bingan Jaya Sdn. Bhd.</p> <table border="1"> <thead> <tr> <th>Payment References no.</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>MYIT210902177384</td> <td>02/09/2021</td> </tr> <tr> <td>MYIT210908343192</td> <td>08/09/2021</td> </tr> <tr> <td>MYIT210915963712</td> <td>15/09/2021</td> </tr> <tr> <td>MYIT210922941195</td> <td>22/09/2021</td> </tr> <tr> <td>MYIT210929173299</td> <td>29/09/2021</td> </tr> </tbody> </table>	Payment References no.	Date	MYIT210902177384	02/09/2021	MYIT210908343192	08/09/2021	MYIT210915963712	15/09/2021	MYIT210922941195	22/09/2021	MYIT210929173299	29/09/2021		
Payment References no.	Date															
MYIT210902177384	02/09/2021															
MYIT210908343192	08/09/2021															
MYIT210915963712	15/09/2021															
MYIT210922941195	22/09/2021															
MYIT210929173299	29/09/2021															
Criterion 4.6.4: Contractor																
4.6.4.1	<p>In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>All contractors and FFB suppliers were required to read, understand and sign the Supplier Code of Conduct, FGV Holdings Berhad. In the Supplier Code of Conduct stated the MSPO requirements such as:</p> <ol style="list-style-type: none"> 1. Business ethics and integrity 2. Safety, Health & Environment 3. Labour Standards 4. Communication and documentation 5. Sustainability 6. Reporting obligation 		Complied												

MSPO Public Summary Report
Revision 1 (Feb 2020)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Reviewed sampled contracts and Supplier Code of Conducts as follows:</p> <ol style="list-style-type: none"> 1. "Surat Perintah Kerja" no. 3301514708/20958323 between FGV Kulai POM and Teknovasi Terbilang Sdn. Bhd. dated 06/10/2021 2. "Surat Perintah Kerja" no. 330151366/20958772 between FGV Kulai POM and H.K Ngan Engineering Sdn. Bhd. dated 09/10/2021 3. "Surat Perintah Kerja" no. 3301515537/20959047 between FGV Kulai POM and Kejuruteraan Letrik Tegap Maju dated 12/10/2021 4. Contract agreement between FGV and Bingan Jaya Sdn. Bhd dated 28/09/2015. 5. "Surat Perintah Kerja" no. 820105001-2020/820230501-12-132 between FGV Agri Services Sdn. Bhd (Stesen FGVAS Taib Andak) and Ahmad b. Hashim dated 09/12/2020. 	
4.6.4.2	<p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p>	<p>Reviewed sampled contracts and Supplier Code of Conducts includes agreement signed by the contractors and Mill manager with term and condition which includes contractor must adhere to FGV policies and MSPO compliances.</p>	Complied
4.6.4.3	<p>The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required.</p> <p>- Minor compliance -</p>	<p>As stated in the Supplier Code of Conducts under section 4. Communication and documentation subsection 4.3. Inspection and section 5. Sustainability subsection 5.2 Adherence to Sustainability Policy.</p>	Complied

Appendix B: List of Stakeholders Contacted

<p>Government Officer: SK Sinar Bahagia</p>	<p>Community/neighbouring village: -</p>
<p>Suppliers/Contractors/Vendors: Felda Taib Andak FFB Transporter and Sorters</p>	<p>Worker’s Representative/Gender Committee: Female workers Foreign Workers Workers’ Representatives</p>



MSP0 Public Summary Report
Revision 1 (Feb 2020)

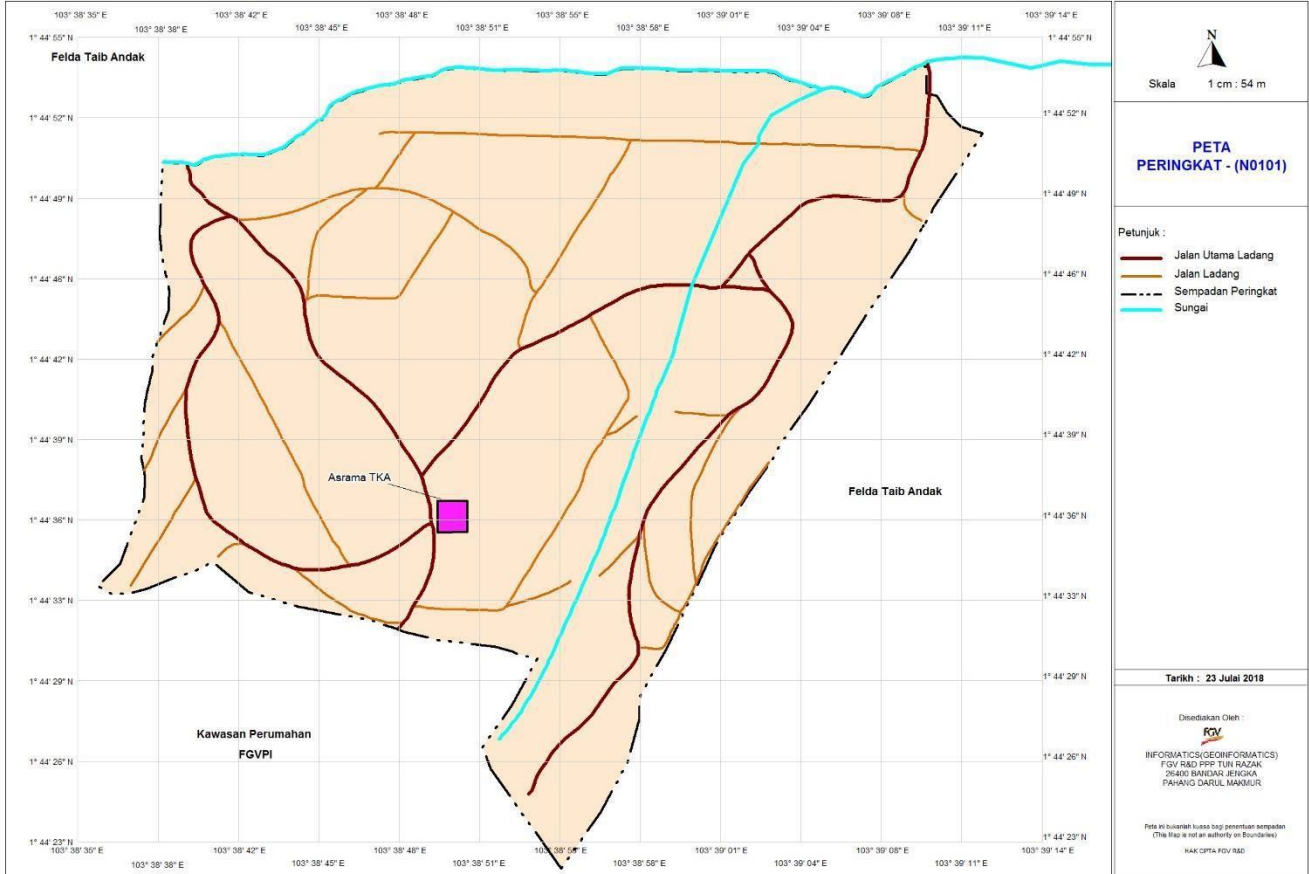
Appendix C: Smallholder Member Details

No.	Smallholder		Location of Planted Area (District)	GPS Coordinates	Certified Area (ha)	Planted Area (ha)
	Name	MPOB License Number				
	N/A					

Appendix D: Location and Field Map



LADANG PENYELIDIKAN FASSB TAIB ANDAK



Appendix E: List of Abbreviations

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm 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
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
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
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure