

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

FGV Holdings Berhad
Client company Address: Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd (Lepar Hilir Palm Oil Mill) and FGV Plantations (Malaysia) Sdn Bhd (Lepar Hilir 05, Lepar Hilir 06 & Lepar Hilir 08 Estates)
Location of Certification Unit: Kilang Sawit Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia
Date of Final Report: 16/4/2021

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Section 1: Scope of the Certification Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn. Bhd. Lepar Hilir Palm Oil Mill FGV Plantations (Malaysia) Sdn Bhd (Lepar Hilir 05, Lepar Hilir 06 & Lepar Hilir 08 Estates)		
Location / Address	Kilang Sawit Lepar Hilir 26300 Gambang, Kuantan, Pahang, Malaysia		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+603-2789 0497	Facsimile	+603-2789 0440

2. Certification Information			
Certificate Number	RSPO 666408	Date of First Certification	02/02/2018
		Certificate Start Date	02/02/2018
		Certificate Expiry Date	01/02/2023
Scope of Certification	Palm Oil and Palm Kernel Production		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Initial Assessment <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Annual Surveillance Assessment (RA Choose an item. ; ASA 3) <input type="checkbox"/> Scope Extension		
Applicable Standards	<input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil <input type="checkbox"/> Group Certification 2016 <input type="checkbox"/> RSPO Independent Smallholders Standard 2019		
Supply Chain Module	<input type="checkbox"/> Identity Preserved <input checked="" type="checkbox"/> Mass Balance		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701754 (Mill)	MS 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 701755 (Estates)	MS 2530-3:2013 (MSPO Part 3)		
SCCS03437	MSPO SCCS 2018	Trans Certification International Sdn Bhd	25/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPI Lepar Hilir Palm Oil Mill	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 38' 39.26" N	103° 0' 40.22" E
FGVPM Lepar Hilir 05 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 39' 44.46" N	103° 5' 3.35" E
FGVPM Lepar Hilir 06 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 35' 59.34" N	103° 0' 40.97" E
FGVPM Lepar Hilir 08 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 36' 3.83" N	103° 0' 40.65" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Lepar Hilir 05 Estate	2,607.61	-	281.93	2,889.54	90.24
FGVPM Lepar Hilir 06 Estate	2,624.78	-	340.82	2,965.60	88.51
FGVPM Lepar Hilir 08 Estate	3,074.71	-	333.76	3,408.47	90.21
Total	8,307.10	-	956.51	9,263.61	89.67

*Area changes due to resurvey activities and finalization of report by HCV assessor

6. Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Lepar Hilir 05 Estate	567.13	1,084.84	-	-	955.64	2,040.48	567.13
FGVPM Lepar Hilir 06 Estate	-	1,973.92	-	346.42	304.44	2,624.78	-

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FGVPM Lepar Hilir 08 Estate	471.82	2,422.16	-	34.49	146.24	2,602.89	471.82
Total (ha)	1,038.95	5,480.92	-	380.91	1,406.32	7,268.15	1,038.95

7. Certified Tonnage of FFB (Own Certified Scope)

Estate	Tonnage / year			
	Estimated (Feb 2020 - Jan 2021)	Actual (Oct 2019 – Sep 2020)		Forecast (Feb 2021 - Jan 2022)
		Previous license period (Oct 2019 – Jan 2020)	Current license period (Feb – Sep 2020)	
FGVPM Lepar Hilir 05 Estate	30,167.00	13,466.78	28,433.63	49,011.00
FGVPM Lepar Hilir 06 Estate	35,500.00	7,941.91	17,383.81	25,907.00
FGVPM Lepar Hilir 08 Estate	41,000.00	11,171.94	23,843.87	43,393.00
Total	106,667.00	102,241.94		118,311.00

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

Estate	Tonnage / year			
	Estimated (Feb 2020 - Jan 2021)	Actual (Oct 2019 – Sep 2020)		Forecast (Feb 2021 - Jan 2022)
		Previous license period (Oct 2019 – Jan 2020)	Current license period (Feb – Sep 2020)	
Nil	N/A	N/A	N/A	N/A
Total	N/A	N/A		N/A

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

Independent FFB Supplier	Tonnage / year			
	Estimated (Feb 2020 - Jan 2021)	Actual (Oct 2019 – Sep 2020)		Forecast (Feb 2021 - Jan 2022)
		Previous license period (Oct 2019 – Jan 2020)	Current license period (Feb – Sep 2020)	
Felda & FTP	N/A	23,491.89	47,726.24	N/A
Smallholders	N/A	15,907.77	31,073.07	N/A

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Total	118,198.96
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10. Certified Tonnage				
Mill Capacity: 60 MT/hr	Estimated (Feb 2020 - Jan 2021)	Actual (Oct 2019 – Sep 2020)		Forecast (Feb 2021 - Jan 2022)
	FFB	FFB		FFB
	106,667.00	Previous license period (Oct 2019 – Jan 2020)	Current license period (Feb – Sep 2020)	118,311.00
		32,580.63	69,661.31	
	CPO (OER: 20.85 %)	CPO (OER: 20.24 %)		CPO (OER: 20.33 %)
	22,240.07	6,897.92	13,795.85	24,052.63
	PK (KER: 4.50 %)	PK (KER: 4.01 %)		PK (KER: 4.62 %)
	4,800.02	1,366.63	2,733.27	5,465.97

11. Actual Sold Volume (CPO)					
Current License period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	164.67	-	-	13,325.32	13,489.99
Previous License period					
CPO (MT)	-	-	-	6,662.66	6,662.66
Total	164.67			19,987.98	20,152.65

12. Actual Sold Volume (PK)					
Current License period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
PK (MT)	2,039.42	-	-	685.40	2,724.82
Previous License period					
PK (MT)	1,019.71	-	-	342.70	1,362.41
Total	3,059.13			1,028.10	4,087.23

13. Independent Smallholders Certification Claims		
	Credit	Physical Volume (MT)
IS-CSPO	-	-
IS-CSPKO	-	-
IS-CSPKE	-	-

Section 2: Assessment Process

Certification Body:

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

BSI is a leading global provider of management systems assessment and certification, with more than 84,000 certified locations and clients in over 180 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 21st – 24th October 2020. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 18th December 2020. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO Principles & Criteria Malaysia National Interpretation 2019 for the Production of Sustainable Palm Oil was used to guide the assessment of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (and smallholders) of its supply base.

- The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (0.8\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment
- As for the smallholders, the sample were determined following the RSPO Management System Requirements and Guidance for Group Certification of FFB Production (2016). The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix I.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of

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workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.5.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment/annual surveillance assessment are detailed in Section 3.4.

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

For Initial and Re-certification assessment, the report was externally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Lepar Hilir Palm Oil Mill	✓	✓	✓	✓	✓
Lepar Hilir 05 Estate	✓	✓	✓	✓	✓
Lepar Hilir 06 Estate	✓	✓	✓	✓	✓
Lepar Hilir 08 Estate	-	✓	✓	✓	✓

Tentative Date of Next Visit: October 18, 2021 - October 22, 2021

Total No. of Mandays: 12 days

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2.2 BSI Assessment Team:

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Hafriazhar Mohd. Mokhtar	Team Leader	Hafriazhar Mohd. Mokhtar is a Chemical Engineer by qualification. He has more than five years of direct work experience in the upstream processes of palm oil within the plantation industry. He is a qualified Lead Auditor for CDM, ISO 9001, ISO 14001, ISO 45001 and ISO 50001 and has accumulated more than 1000 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Indonesia and Thailand. He has been trained in the RSPO P&C and SCCS standards since 2011 and completed his RSPO P&C and SCCS Lead Assessor courses successfully. He has been involved in RSPO audits within Malaysia, Papua New Guinea, Solomon Islands, Gabon, Nigeria and Pakistan. During this assessment, he assessed on the aspects of Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue and RSPO supply chain requirements. He is fluent in Bahasa Malaysia and English languages.
Muhammad Fadzli Masran	Team Member	Fadzli graduated in Bachelor of Forestry Science at University Putra Malaysia. 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 ISO9001 and ISO14001 at Kulim Plantations. He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in April 2018 and endorsed RSPO Lead Auditor Course in July 2018. During this assessment, he assessed the aspects of Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements. Able to communicate in Bahasa Malaysia and English
Vijay Kanna Pakirisamy	Team Member	He holds a bachelor's degree in Agribusiness Science Management with Honours from University Utara Malaysia in 2010. He gained his working exposure in the plantation sector, serving as an Assistant Manager with KL Kepong and IOI Plantations and as a Sr. Assistant Manager with United Plantations Berhad. Throughout his 10 year tenure in the oil palm industry, he has been part of the operations team that implements standards within the estate such as RSPO, MSPO, ISCC and FINWATCH. He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in November 2019, endorsed RSPO P&C Lead Auditor Course in October 2019 and endorsed MSPO Lead Auditor Course in November 2019. During this assessment, he assessed on the aspects of Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan, Supply Chain, General Custody of Chain, Rules on Market Communications & Claims.

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Accompanying Persons:

Name	Role
Nil	N/A

2.3 Assessment Plan

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

ASA 3 Audit Plan:

Date	Time	Subjects	HMM	MFM	VKP
Tuesday 20/10/2020	PM	Audit Team travel to Kuantan & Check in @ Grand Darul Makmur Hotel	✓	✓	✓
Wednesday 21/10/2020	0830 – 0900	Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader • Confirmation of assessment scope and finalize • Audit plan (including stakeholder’s consultation) • Verification on previous audit findings 	✓	✓	✓
	0900 – 1230	FGVPI Lepar Hilir Palm Oil Mill: Inspection of FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	✓	✓	✓
	1230 - 1330	Lunch			
	1330 – 1630	FGVPI Lepar Hilir Palm Oil Mill: Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc. Verify previous nonconformities.	✓	✓	✓
	1630 – 1700	Interim Closing Briefing	✓	✓	✓
Thursday 22/10/2020	0900 – 1230	FGVPM Lepar Hilir 08 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓

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Date	Time	Subjects	HMM	MFM	VKP
	1230 – 1330	Lunch			
	1330 – 1630	FGVPM Lepar Hilir 08 Estate: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	1630 – 1700	Interim Closing Briefing	✓	✓	✓
Friday 23/10/2020	0900 – 1230	FGVPM Lepar Hilir 06 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓
	1030 – 1230	FGVPM Lepar Hilir 06 Estate: Meeting with stakeholders (local community rep. neighbors, smallholders, workers/Union rep, vendor etc.)	✓	-	-
	1200 – 1400	Lunch & Friday Prayer			
	1400 – 1630	FGVPM Lepar Hilir 06 Estate: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	1630 – 1700	Interim Closing Briefing	✓	✓	✓
Saturday 24/10/2020	0900 – 1200	FGVPM Lepar Hilir 05 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓
	1200 – 1400	Lunch			

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Date	Time	Subjects	HMM	MFM	VKP
	1400 – 1600	FGVPM Lepar Hilir 05 Estate: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	1600 – 1630	Audit team discussion & findings preparations	✓	✓	✓
	1630 – 1700	Closing Meeting <ul style="list-style-type: none"> • Presentation of report by BSI Lead Auditor & acceptance of findings by FGV 	✓	✓	✓

Major NC Close-out Verification Plan:

PRELIMINARY AGENDA					
Date	Time	Subjects	Hafri		
Friday 18/12/2020	08:30 – 09:00	Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). 	✓		
	09:00 – 11:30	Lepar Hilir Palm Oil Mill & Estate verify the effectiveness of corrective action with evidence of implementation and close of following Major NCs: <ul style="list-style-type: none"> i) 1971572-202010-M1 ii) 1971572-202010-M2 iii) 1971572-202010-M3 	✓		
	11:30 – 12:00	Closing meeting	✓		
	PM	Travel back to KL	✓		

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- FGV Holdings Berhad Multiple Management Units / Time Bound Plan
- RSPO Principle and Criteria (P&C) 2018 for the Production of Sustainable Palm Oil
- RSPO Group Certification Standard 2016
- Malaysia National Interpretation 2019 for RSPO P&C 2018
- Independent Smallholder Standard 2019

3.2 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the plan include all current subsidiaries, estates and mills that is under the control of the holding company?	Yes. Please refer Appendix B for details of the mills and estates within FGV Holdings Berhad Group.	Complied
Have all the estates and mills certified within five years after obtaining RSPO membership?	No. This was due to the decision by the Complaints Panel (CP) of the Roundtable on Sustainable Palm Oil (RSPO) to re-suspend the certification of FGV's Serting Mill Complex, and to suspend all certification processes for currently uncertified FGV mills. This decision was communicated to FGV on 13 th January 2020. FGV on the other hand has submitted its appeal to the RSPO on 3 rd April 2020. However, as of the date of the assessment, the suspension still persists and all currently uncertified FGV mills had involuntarily missed the target to get certified within five years period after obtaining RSPO membership. Details of mills complex affected are shown in Appendix B.	No
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three-year from the date of acquisition. Certification plan for the new acquisition shall be available.	No new acquisitions since the last audit. The previous acquisitions involved Asian Plantations Ltd which was announced since April 2017, hence, certifications plan made available for the acquired unit to be certified within 2020. However, due to the above, the plan has been postponed to a later date until the suspension relief.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, as above, changes to the time-bound plan were mainly due to suspension. The latest available ACOP 2019 report has reflective of specific justification that the certification processes have been delayed by compliance on human rights issues which take time to be resolved.	Complied
Have there been any isolated lapses in implementation of the	No any isolated lapses in implementation of the plan except the involuntarily suspension of certification plan for uncertified mills complex due to the above.	- No Minor NC raised since it is the

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<p>plan? If yes a Minor non-compliance shall be raised</p>		<p>RSPO CP decision.</p>																											
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No any fundamental failure to proceed with implementation of the plan except the involuntarily suspension of certification plan for uncertified mills complex due to the above.</p>	<p>– No Major NC raised since it is the RSPO CP decision.</p>																											
<p>Un-Certified Units or Holdings</p>																													
<p>No replacement after dates defined in NIs Criterion 7.3:</p> <ul style="list-style-type: none"> • Primary forest. • Any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3. 	<p>No replacement after November 2005 that involved primary forest of any area required to maintain or enhance HCVs.</p>	<p>Complied</p>																											
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>New plantings since January 1st 2010 involved the following areas:</p> <table border="1" data-bbox="504 1037 1303 1951"> <thead> <tr> <th>Area</th> <th>ha</th> <th>Status</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>FGVPM Tembangau 05 Estate</td> <td>45.84</td> <td>HCVRN Closed – no go</td> <td rowspan="4">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</td> </tr> <tr> <td>FGVPM Chegar Perah 02 Estate</td> <td>59.84</td> <td>HCVRN Closed – Proceed with land clearing. Did not go NPP as this is certified area.</td> </tr> <tr> <td>FGVPM Selendang 03 Estate</td> <td>97.14</td> <td></td> </tr> <tr> <td>FGVPM Bukit Sagu 08 Estate</td> <td>61.54</td> <td></td> </tr> <tr> <td>Tawai 01 Estate</td> <td>2,740.11</td> <td rowspan="2">Date Final published on 20 January 2020 - not proceed with NPP. The area will be planted with other crop</td> <td rowspan="2">https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/</td> </tr> <tr> <td>Tawai 02 Estate</td> <td>2,745.58</td> </tr> <tr> <td>Asian Plantation Limited (APL)</td> <td>25,325.0</td> <td>HCVRN Closed - proceed with planting subjected to HCSA report for Grand Performance.</td> <td>https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/</td> </tr> </tbody> </table>	Area	ha	Status	Reference	FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/	FGVPM Chegar Perah 02 Estate	59.84	HCVRN Closed – Proceed with land clearing. Did not go NPP as this is certified area.	FGVPM Selendang 03 Estate	97.14		FGVPM Bukit Sagu 08 Estate	61.54		Tawai 01 Estate	2,740.11	Date Final published on 20 January 2020 - not proceed with NPP. The area will be planted with other crop	https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/	Tawai 02 Estate	2,745.58	Asian Plantation Limited (APL)	25,325.0	HCVRN Closed - proceed with planting subjected to HCSA report for Grand Performance.	https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/	<p>Complied</p>
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	<p>No issue in the uncertified area (Tawai 01, Tawai 02 & APL) since the new planting was cancelled for Tawai 01 & Tawai 02 and not proceed yet for APL.</p> <p>For current certified area which involved estate within Bukit Sagu Palm Oil Mill Complex i.e. FGVM Bukit Sagu 08 Estate, no NPP required since Scenario 5 of NPP (new plantings within an RSPO-certified management unit) applies.</p>	
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 2.2, 6.4, 7.5 and 7.6.	Based on RSPO RACP tracker updated 1 November 2019, no any land conflicts issue reported within FGV Holdings Berhad except for the parent company of FGV ie. Felda with a total of 7 Management Units with potential liability and all 7 LUCAs been submitted and completed its review.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.	No labour dispute reported in the uncertified units.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No legal non-compliance reported in the uncertified units.	Complied
Did the company conduct internal audit against the uncertified management units requirement? If yes, a positive assurance statement shall be available.	Yes. As part of the RSPO P&C compliance, internal audit has been conducted at the uncertified units. Report of improvement was provided for site's further improvement.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes. Stakeholders including NGO were consulted in the uncertified units.	Complied

3.3 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>No scheme smallholders and/or scheme outgrowers involved within FGV certification units. Hence, this requirement is not applicable.</p>	n/a

3.4 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were three (3) Critical and two (2) Minor nonconformities raised. The Lepar Hilir Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	1971572-202010-M1	Clause & Category (Critical / Minor)	2.3.1 (Critical)
Date Issued	24/10/2020	Due Date	22/1/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	18/12/2020
Statement of Nonconformity:	Information on geo-location of FFB origins and evidence of the ownership status or the right/claim to the land or valid use of land by the grower were not adequately obtained for directly sourced FFB.		
Requirement Reference:	For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> Information on geo-location of FFB origins Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license 		
Objective Evidence:	Lepar Hilir POM did not have adequate information for directly sourced FFB suppliers FTPSB, Felda and Koperasi Peneroka Felda on information on geo-location of FFB origins and evidence of the ownership status or the right/claim to the land or valid use of land by the grower such as Land Application (LA); letter from Land & Survey Department; Surat Tuai Rumah/ Ketua Kampung; letter from Jabatan Kemajuan Orang Asli (JAKOA) (for Peninsular); Temporary Occupation Lease (TOL); Provisional Lease; Alienated Land.		
Corrections:	To collect and update the information for all Direct FFB Supplier at Lepar Hilir Mill. The additional information needed is; <ul style="list-style-type: none"> Information on geo-location of FFB origins Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license 		
Root Cause Analysis:	The PIC for traceability did not aware about the information needed from direct FFB supplier. Current practise is to have a list of supplier only.		
Corrective Actions:	PIC for Traceability at mill update the status of FFB supplier information to HQ officer every month.		

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Assessment Conclusion:	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> • Complete documents of MPOB license, GPS of FFB origins and evidence of ownership of related suppliers i.e. FTSPB Lepar Hilir, Felda Lepar Hilir and Koperasi Peneroka Felda Lepar Hilir • Appointment letter of responsible staff to obtain complete information for all FFB suppliers directly dated 1/12/2020 • Complete filing systems for all external FFB suppliers with information of MPOB license, GPS of FFB origins and evidence of ownership • Excel spreadsheet monitoring table of "<i>Senarai Semakan Sijil MPOB, Pengesahan Tanah & Maklumat Geolokas</i>" <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 18/12/2020.</p>
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Non-conformity			
NCR Ref #	1971572-202010-M2	Clause & Category (Critical / Minor)	3.6.2 (Critical)
Date Issued	24/10/2020	Due Date	22/1/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	18/12/2020
Statement of Nonconformity:	The monitoring of the CHRA action plan was not fully effective.		
Requirement Reference:	The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>Lepar Hilir POM: Based on the CHRA Report (JKKP HIE 127/1712 (85)-2017/0016) dated 04.09.2017, the assessor has concluded that:</p> <p>9. To continue conduct health surveillance program for employees that has been exposed or likely exposed to n-hexane and chromate by an occupational health doctor at interval of no longer than twelve months.</p> <p>Medical Surveillance was last conducted for workers exposed to n-hexane, welding fumes and chromium fumes on 18.10.2019. The workers that were exposed or likely been exposed to the mentioned substances have not been sent for health surveillance monitoring by an occupational health doctor since which has exceeded 12 months.</p>		
Corrections:	<ol style="list-style-type: none"> 1. To approach several clinics that register with DOSH to conduct the medical surveillance. The available clinic will be selected. 2. To conduct the medical surveillance to involved works as soon as possible after granted the permission from registered clinic. 		
Root Cause Analysis:	The mill has planned to conduct the medical surveillance in October 2020 as per conducted in 2019. However, because Covid-19, the waiting list at clinic become longer due to new SOP of limited worker assess at a time.		
Corrective Actions:	1. OSH Yearly program for medical surveillance need to conduct early (10 month interval) so that do not over the 12 month internal.		

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	2. To discuss the issues of medical surveillance in the management review and OSH meeting (quarterly)
Assessment Conclusion:	<p>Evidence of corrections and corrective actions verified:</p> <ol style="list-style-type: none"> 1. Medical surveillance arrangement letter dated 27/10/2020 with Klinik Syed Badaruddin for appointment on 6/11/2020 2. Medical Surveillance results for test dated 6/11/2020 3. Meeting records dated 7/12/2020 for OSH plan including medical surveillance matters <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 18/12/2020.</p>

Non-conformity			
NCR Ref #	1971572-202010-M3	Clause & Category (Critical / Minor)	3.4.3 (Critical)
Date Issued	24/10/2020	Due Date	22/1/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	18/12/2020
Statement of Nonconformity:	The implementation of environmental management and monitoring plan not fully effective		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Sighted during site visit at the Lepar Hilir POM, there was evidence of ineffective implementation of environmental management plan:</p> <ol style="list-style-type: none"> 1. Sighted EFB leachate from EFB Yard flow into monsoon drain and not properly channel to ETP system accordingly. 2. The SW409, used PPE was not managed according to action plan established 3. Sighted evidence of lubricant spillage flow into the monsoon drain at the lubricant store 		
Corrections:	<ol style="list-style-type: none"> 1. Designed the dedicated EFB dumping site so that leachate water flow systematically. 2. Make cleaning work in the area around the scheduled waste store and monsoon drain area. 3. Dispose of scheduled waste immediately. 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Dumping site of EFB located all over the mill making the leachate water flow system is ineffective. 2. There is no monitoring system in the Scheduled Waste Store Area and monsoon drain. 		
Corrective Actions:	<ol style="list-style-type: none"> 1. Move the existing leachate water flow system to the bigger SUMP so that it can collect all the leachate. 2. Appoint staff and prepare a check paper to conduct monitoring in the Scheduled Waste Store area and Monsoon drain area. 		

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	3. Prepare inspection check paper on Scheduled Waste rules.
Assessment Conclusion:	<p>Evidence of corrections and corrective actions verified:</p> <ol style="list-style-type: none"> 1. Completed new design for leachate sump complete with flow-chart diagram for operation 2. Completed cleaning of existing EFB storage area 3. Disposal records of SW 409 consignment # 21465 dated 26/10/2020 by Rengkas Maju (M) Sdn. Bhd. 4. Letter of appointment dated 26/10/2020 of PIC for monitoring <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 18/12/2020.</p>

Non-conformity			
NCR Ref #	1971572-202010-N1	Clause & Category (Critical / Minor)	7.3.2 (Minor)
Date Issued	24/10/2020	Due Date	Next audit (ASA 4)
Closed (Yes / No)	No	Date of nonconformity Closure	Open
Statement of Nonconformity:	The proper disposal of waste material was not fully demonstrated		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	Noted during document review at Lepar Hilir POM, latest disposal for Scheduled Waste was done on 23/9/2019. Review on the scheduled waste inventory records shows no disposal has been made since last disposal. The mill has submitted the application to DOE for extension of storage time on 29/4/2020. However, no evidence to show that the application has been approved by DOE to store the Scheduled Waste for more than 180 days since the last disposal until the date of on-site assessment		
Corrections:	Dispose of scheduled waste immediately by registered disposal company		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. No monitoring is done to ensure that Scheduled Waste are not stored for more than 180 days. 2. PIC do not follow up with DOE about the application for extension. 		
Corrective Actions:	<ol style="list-style-type: none"> 1. Prepare inspection check paper on Scheduled Waste rules. 2. Discuss the issues of SW Disposal in the Environmental Meeting. 		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

Non-conformity			
NCR Ref #	1971572-202010-N2	Clause & Category (Critical / Minor)	7.8.1 (Minor)
Date Issued	24/10/2020	Due Date	Next audit (ASA 4)

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Closed (Yes / No)	Yes	Date of nonconformity Closure	Open
Statement of Nonconformity:	Implementation of water management plan to promote more efficient use and continued availability of water was inadequate.		
Requirement Reference:	A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: a. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b. Workers have adequate access to clean water.		
Objective Evidence:	At Lepar Hilir 08 Estate, during the site visit at the workers' hostel (Asrama Kubur and Asrama 17X) it was found that several taps at the bathrooms were left opened and unattended. This had caused the loss of water through overflow from the tubs to the drains.		
Corrections:	<ol style="list-style-type: none"> 1. Give regular warnings to hostel workers related to closing the water tap 2. Appoint a gardener in the dormitory to check the water tap 3. Update the water management plan 		
Root Cause Analysis:	No regular reminder to workers and no monitoring at workers dormitory.		
Corrective Actions:	<ol style="list-style-type: none"> 1. Give regular warnings to hostel workers related to closing the water tap 2. Appoint a gardener in the dormitory to check the water tap 3. Update the water management plan 		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

Opportunity for Improvements	
OFI #	Description
Nil	n/a

Positive Findings	
PF #	Description
PF 1	Good social contributions as per external stakeholders' feedbacks.

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #		Clause & Category (Critical / Minor)	
	1841408-201906-M1		2.1.3 (Major)

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Closed (Yes / No)	Yes	Date of nonconformity Closure	24/12/2019
Statement of Nonconformity:	Ineffective mechanism in ensuring compliance of law.		
Requirement Reference:	A mechanism for ensuring compliance shall be implemented.		
Objective Evidence:	<p>Sighted line-site inspection is carried out for POM worker’s housing on periodically basis an documented in Jadwal Pemeriksaan Kawasan Perumahan Kilang.</p> <p>Lepar Hilir Mill:</p> <p>Seen the Buku Laporan Kerosakan Rumah KS Lepar Hilir 2019. Sighted 3 request raised dated 05.09.2019 in regards to housing B1-1A to repair toilet door, low water pressure, overflow of main water tank and crack on wall, 11.09.2019 in regards to roof leakage for house F24, 17.09.2019 in regards to main door damage for house no. F24. No objective evidence sighted that adequate mechanism is in place to ensure the resolved issue / request and the outcome is documented.</p> <p>04 out of 04 selected workers from various department sighted worked more than 12 hours / day not in accordance to the Employment Act 1955, Section 60A. Hours of Work.</p> <p>Emp: 1211194:</p> <ul style="list-style-type: none"> - 02.08.2019 worked from 0740~0601 (22 hours) - 03.04.2019 worked from 1540~0814 (16 hours) - 04.04.2019 worked from 1538~0701 (15 hours) - 09.07.2019 worked from 1607~0636 (14.5 hours) - 24.07.2019 worked from 1540~0804 (16 hours) - 11~16.07.2019 worked from 1800~0800 (14 hours) - 25~29.07.2019 worked from 1800~0800 (14 hours) <p>Emp: 120646:</p> <ul style="list-style-type: none"> - 25.04.2019 worked from 2000~1000 (14 hours) - 09, 11~13, 15, 18~21.07.2019 worked from 1800~0800 (14 hours) - 14.07.2019 worked from 1351~0502 (15 hours) - Emp: 1203717 – 06.04.2019 worked from 1517~0820 (16 hours) - 27.07.2019 worked from 1648~0724 (14.5 hours) - 29.07.2019 worked from 1635~0817 (15.5 hours) - 08.07.2019 worked from 1556~0739 (15.5 hours) - 06.07.2019 worked from 1739~0813 (14 hours) - 08~09.07.2019 worked from 1800~0800 (14 hours) - 18.07.2019 worked from 1800~0800 (14 hours) - 20~21.07.2019 worked from 1800~0800 (14 hours) 		

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	<p>Emp: 1202895:</p> <ul style="list-style-type: none"> - 06.04.2019 worked from 1400~0642 (16.5 hours) - 07.04.2019 worked from 1800~0800 (14 hours) - 09.04.2019 worked from 1600~0630 (14.5 hours) - 18~21.07.2019 worked from 1800~0800 (14 hours) <p>At Lepar Hilir POM, the followings were found not in line with the mill's DOE's compliance schedule (Jadual Pematuhan):</p> <ul style="list-style-type: none"> - CCTV to record the smoke emission of boiler's chimney was not able to retain the past 6 month recordings. - Leachate was seen flowing from the EFB stockyard into the monsoon drain instead of to ETP system.
Corrective Actions:	<ol style="list-style-type: none"> 1. Appoint person incharge for management to ensure leachate flowing to POME system as well as DOE's Compliance by regular monitoring every 6 months by Person in charge. 2. OT monitoring- Mill to create and key in OT Dashboard system by weekly by individual and provided by FGVPI (Zon1). Appointed person in charge.
Assessment Conclusion:	<p>Onsite Major NC verification visit:</p> <p>For OT issue, the management already establish Dashbord system version 2.82 to ensure and monitor no work more than 12 hour. Letter (03)4045/LH/840A/1 dated 1 Nov 2019 work instruction to fill up the form for OT for any workers want to proceed with Overtime working. The implementation was verified during document review on implementation dated Nov 2019 and interview with assistant manager (Wan Mohd Syahrin).</p> <p>For CCTV the management already buy a new hard disc for recording purpose refer the PO 3301387794/1301047155 and verified as per site verification.</p> <p>Appointed person En. Wan Mohd Syahrin Bin Wan Yadri referred letter (02)4045/840/RSPO/LEACHATE dated 1 Nov 2019 as PIC for leachate monitoring. The leachate drainage construction already in progress as per site verification, work start 14 Dec 2019.</p> <p>From the Buku laporan Kerosakan Petugas verification, already approved verified by the complainant, the sampling on 28 Oct 2019, complaint regarding to piping issue already been done properly by management dated 28 oct 2019.</p>
ASA 3 Verification:	<p>Verified the payslips and Workers Attendance Sheet and Pocket Checkroll Report confirmed that the workers were paid according to the Employment Act 1955 and Minimum Wage Order 2020. Deduction of wages was made as per approval from Labour Department.</p> <p>Housing is provided to workers that is equipped with basic amenities including water supplied by local authority – PAIP (Pengurusan Air Pahang Berhad) and electrical supply by TNB (Tenaga Nasional Berhad) that is charged to workers on monthly basis if it exceed the subsidy provided by the FGV Lepar Hilir Management. Generally randomly selected houses visit sighted they are in good condition; both interior and exterior side of the houses, toilet and cooking facilities.</p> <p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly. Sighted the Quarterly Return Form to DOE FY 2020 as follows:</p>

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	3 rd quarter:		
	Month	Parameter	Results
	Jul	BOD	60.00
		pH	8.16
	Aug	BOD	43.00
		pH	8.10
	Sep	BOD	96.00
		pH	8.32
	This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.		

Non-conformity			
NCR Ref #	1841408-201906-M2	Clause & Category (Critical / Minor)	6.5.1 (Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	24/12/2019
Statement of Nonconformity:	Contract workers supplied by vendor and estate's worker does not meet at least legal or industry minimum standards; in terms of EIS/SIP contribution and minimum wage pay		
Requirement Reference:	Documentation of pay and conditions shall be available		
Objective Evidence:	<p>Lepar Hilir Estate #6</p> <p>FFB transportation vendor's (Sy. Hasdori Jaya) workers' payslip for month of July, August & September 2019 sighted 02 foreign workers (Bobi Candra & Satria) wage for the month of September 2019 deducted for SOCSO contribution, amounting MYR31.90 & MYR25.60.</p> <p>Lepar Hilir Mill</p> <p>04 selected sorting contractor's worker's payslip (Abra Tech Enterprise – Shanmugam, Saravanan, Mohd Shanrul Nizam, Helmi Bin Ramli) for the month of August 2019 indicates:</p> <ul style="list-style-type: none"> - no contribution made for EIS / SIP from both; employer and employee. - Contribution for SOCSO sighted not accordance with the PERKESO Second Schedule : Contribution Rate. 04 Payslip evidenced that total contribution made by both, the employer and employee is MYR19.10 consistently disregards of the wages earned for the month. - Contribution for EPF sighted not accordance with EPF Jadual Ketiga – Kadar Caruman Bulanan. 04 payslip evidenced that total contribution made by both 		

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	<p>employer and employees is at MYR216 consistently disregards of the wages earned for the month.</p>
<p>Corrective Actions:</p>	<ol style="list-style-type: none"> 1. Appoint person incharge for management to ensure all contractors will deduct the EPF, SOCSO and EIS deduction in contractor workers' payslip and will obtain the copy for record by regular monitoring every 6 months by Person in charge. 2. Data base will be developed for monitoring contractors workers, EPF, SOCSO & EIS payed accordingly
<p>Assessment Conclusion:</p>	<p>Onsite Major NC verification visit: Lepar Hilir 6 estate: The payment back for SOCSO payment deduction by employee have been done on Oct 2019 was been redeem back dated 4 Nov 2019 Training for contractor regarding to Socso requirement dated 12 nov 2019 at Lepar Hilir POM. Attended by contractor Syrikat Hasdori jaya. The monitoring for Payslip was done by Monthly basis, verified on monitoring record dated 17 Dec 2019. Appointment letter referred (17)275/RSPO dated 9 Dec 2019 (Mohd Nazrul Fikri Bin Khalid) to ensure all contractors will deduct the EPF, SOCSO and EIS deduction in contractor workers' payslip and will obtain the copy for record by regular monitoring every 6 months. Notification by management to contractor during Mesyuarat Kebajikan Pekerja (04/2019) dated 11 Nov 2019 to ensure no deduction on Socso for foreign workers. Lepar Hilir Mill: The appointment letter for incharge to monitored the contractor and ensure the payslip was followed as per regulation was available, the management already appointed Tajuddin Bin Mustappa referred letter (02)4045/840/MINIT MESYUARAT KESELAMATAN dated 1 November 2019 The management also already conduct the PERKESO training with PERKESO and contractor employer and employee dated 12 November 2019.</p>
<p>ASA 3 Verification:</p>	<p>All the workers have signed on the employment contract or offer letter (local worker) prior to work. The contract is in their national languages such as Bahasa Malaysia, English and India. All the terms and conditions were clearly outlined in the contract and briefed to all the workers before they signed the contract during induction training. Sampled of the contracts as below:] Lepar Hilir POM sample: - Employee ID # 1206168; Post: Senior Operator; Date join: 8/6/1991 - Employee ID # 1202895; Post: General Worker; Date join: 1/9/1999 - Employee ID # 1210386; Post: Weighbridge Clerk; Date join: 15/7/2020 - Employee ID # 1210420; Post: General Worker; Date join: 15/2/2019 - Employee ID # 1206551; Post: Store Clerk; Date join: 20/9/2004 - Employee ID # 1210386; Post: General Worker; Date join: 15/10/2020 Lepar Hilir 08 Estate sample: - Employee ID # FW06131461; Post: General Worker; Date join: 23/1/2020; Nationality: India</p>

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	<ul style="list-style-type: none"> - Employee ID # FW06131056; Post: General Worker; Date join: 20/11/2015; Nationality: Indonesia - Employee ID # FW06131422; Post: General Worker; Date join: 14/12/2018; Nationality: Indonesia - Employee ID # FW06131357; Post: General Worker; Date join: 13/8/2018; Nationality: Indonesia - Employee ID # FW06131086; Post: General Worker; Date join: 26/7/2017; Nationality: India - Employee ID # FW06131235; Post: General Worker; Date join: 30/12/2017; Nationality: Indonesia - Employee ID # FW06131177; Post: General Worker; Date join: 1/11/2017; Nationality: Bangladesh - Employee ID # FW06131111; Post: General Worker; Date join: 14/10/2017; Nationality: Bangladesh - Employee ID # LW06130175; Post: General Worker; Date join: 2/12/2019; Nationality: Malaysia - Employee ID # FW06131128; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh - Employee ID # LW06130053; Post: General Worker; Date join: 12/6/2006; Nationality: Malaysia - Employee ID # FW06131241; Post: General Worker; Date join: 8/1/2018; Nationality: Indonesia - Employee ID # FW06131401; Post: General Worker; Date join: 3/12/2018; Nationality: Indonesia <p>Lepar Hilir 06 Estate sample: Briefing and explanation on Kadar Upah Kerja Bil 07, Kad Kerja dan Payslip were conducted on 10/3/2020.</p> <ul style="list-style-type: none"> - Employee ID # LW02750097; Post: Mandore; Date join: 2/3/2019; Nationality: Malaysia - Employee ID # LW02750101; Post: General Clerk; Date join: 2/12/2019; Nationality: Malaysia - Employee ID # FW06570910; Post: Harvester; Date join: 26/8/2019; Nationality: Indonesia - Employee ID # FW02750273; Post: General Worker; Date join: 29/10/2014; Nationality: Indonesia - Employee ID # FW02751289; Post: General Worker; Date join: 7/6/2018; Nationality: Indonesia - Employee ID # FW02751347; Post: General Worker; Date join: 15/3/2018; Nationality: Indonesia - Employee ID # FW02751096; Post: General Worker; Date join: 8/10/2017; Nationality: Bangladesh - Employee ID # FW02751193; Post: General Worker; Date join: 4/4/2018; Nationality: Bangladesh - Employee ID # FW02751125; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh
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	<ul style="list-style-type: none"> - Employee ID # FW02751280; Post: General Worker; Date join: 19/5/2018; Nationality: Bangladesh - Employee ID # FW02751265; Post: General Worker; Date join: 17/5/2018; Nationality: Bangladesh - Employee ID # FW02751143; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh - Employee ID # FW02751372; Post: General Worker; Date join: 27/10/2019; Nationality: Bangladesh <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.</p>
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Non-conformity			
NCR Ref #	1841408-201906-M3	Clause & Category (Critical / Minor)	6.1.1 (Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	24/12/2019
Statement of Nonconformity:	Social impacts identified in a participatory way, and plans to mitigate the negative impacts not documented in SIA report.		
Requirement Reference:	A social impact assessment (SIA) including records of meetings shall be documented.		
Objective Evidence:	<p>Social issues presence related to extended foreign workers work permit renewal process and risk of having workers without valid work permit was not identified in the SIA assessment (refer "Laporan Penilaian Impak Social FGVM Lepar Hilir 05" dated 01.01.2019 & "Pelan Pengurusan (Management Plan) Bagi Impak Social Di Ladang Lepar Hilir 5", dated 15.01.2019)</p> <p>Lepar Hilir #8</p> <p>Sighted 19 foreign workers passports with expired work permit; whereby</p> <ul style="list-style-type: none"> - 05 out of 19 found to be in 'Senarai Syak / List of Suspects' in Malaysia Immigration's system, resulting in delay of work permit renewal. Their work permit found expired averagely from 09 to 18 months. - 05 out of 19 work permit expired averagely from 02 to 11 months; however, sighted work permit is newly obtained from immigration office as at time of audit. - 09 out of 19 work permit expired averagely from 02 to 05 months; however, renewal of work permit is still in progress based on the records of submission to the FGV head office. No further evidence sighted that progress of following up with immigration for the passport renewal is done progressively. <p>Management interview and documentation review confirmed that all passport and work permit renewal is carried out 3 months in advance, however, process may be delayed if the foreign workers are found to be in suspected list.</p> <p>Lepar Hilir #05</p> <p>Sighted 01 foreign workers passport with expired work permit since 11.05.2019. Communication with immigration confirmed that the foreign worker is found to be in the 'Senarai Syak / List of Suspects' in Malaysia Immigration System. As at current facility is awaiting for further immigration office to process and investigate further.</p>		

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	<p>Lepar Hilir #06</p> <p>Sighted 05 foreign workers passport with expired work permit, whereby</p> <ul style="list-style-type: none"> - 03 out of 06 work permit expired averagely 2 to 7 months. Delay is due to inadequate passport validity period (less than a year) which prevent renewal of work permit. Inadequate mechanism in place to review passport validity to ensure work permit renewal is not affected through checklist PLKS MYEG 1/02 – Jabatan Tenaga Kerja Asing. - 02 out of 06 work permit have expired 4 months. Documented evidence sighted (1) work permit is due on 02 & 06.06.2019, (2) submission to region office for renewal on 24.05.2019, (3) Rayuan Pengecualian Denda Kelewatan Mendapatkan Permit Kerja, dated 19.08.2019, indicates renewal is not carried out promptly.
Corrective Actions:	Prepare on action plan regarding this issue by sustainability officer.
Assessment Conclusion:	<p>Onsite Major NC verification visit:</p> <p>The assessment of SIA already been done on 26 Nov 2019 FGV/SCC-SIA Pind 2. The action plan already been conducted, to have checklist for Passport renew and monitoring by monthly. The record of monitoring was available during verification</p>
ASA 3 Verification:	<p>Plan documented in Management Plan to maintained Social Impact (Positive) in Lepar Hilir POM; dated 25/11/2019 with participation of affected stakeholders as per stakeholder consultation meeting latest conducted on 21/10/202012 at Lepar Hilir POM meeting room. Meeting attended by Guru Tadika, Pengerusi SAR KAFA, Jururawat, Polis Bantuan, Pengurus Ladang LKPP Pulau Manis, Pengurus Ladang DeTas & Pemborong.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.</p>

Non-conformity			
NCR Ref #	1841408-201906-M4	Clause & Category (Critical / Minor)	4.7.4 (Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	24/12/2019
Statement of Nonconformity:	The regular meeting was not adequately implemented		
Requirement Reference:	The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.		
Objective Evidence:	Found the safety meeting in Lepar Hilir POM conducted on 13 Sept 2019 and previously was done on 19 Feb 2019 as per safety minute meeting record.		
Corrective Actions:	1. The management to monitor and discuss this issue in a periodic management meeting		

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	2. Management appoint a person in charge to monitor safety meeting conduct in periodic time
Assessment Conclusion:	Management already appoint SHO as per letter (02)4045/840/MINIT MESYUARAT KESELAMATAN dated 1 Nov 2019 to ensure meeting was done periodically. Evidence latest meeting dated 5 November 2019 and previously was on 13 Sept 2019. NCR close accordingly.
ASA 3 Verification:	<p>Lepar Hilir POM</p> <ul style="list-style-type: none"> • The management have appointed the Mill Manager Mr. Mohd. Haful Bin Ismail as the Chairman of the JKKP for Lepar Hilir POM. Sighted the appointment letter dated 8th July 2019 undersigned by the Regional Controller. • Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 05.05.2020 (02/2020), 05.03.2020 (01/2020). <p>Lepar Hilir 08 Estate</p> <ul style="list-style-type: none"> • The management have appointed the Assistant Manager Mr. Muhammad Fai bin Mohd Yunus as the Secretary of the JKKP for Lepar Hilir 08 Estate. The Secretary is currently heading the JKKP Committee as the Chairman is on long leave. Sighted the appointment letter dated 16 June 2020 undersigned by the Estate Manager. • Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 18.08.2020 (3/2020), 29.05.2020 (2/2020), 21.02.2020 (1/2020). <p>Lepar Hilir 06 Estate</p> <ul style="list-style-type: none"> • The management have appointed the Estate Manager Mr. Noor Azizan Bin Zainun as the Chairman of the JKKP for Lepar Hilir 06 Estate. Sighted the appointment letter dated 28 Jan 2019 undersigned by the Regional Controller. • Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 21/09/2020 (03/2020), 11.06.2020 (02/2020) and 11.03.2020 (01/2020) <p>Lepar Hilir 05 Estate</p> <ul style="list-style-type: none"> • The management have appointed the Estate Manager Abdul Rahim Bin Abdul Rahman as the Chairman of the JKKP for Lepar Hilir 05 Estate. Sighted the appointment letter dated 21.09.2020 undersigned by the Regional Controller. <p>Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 10.03.2020 (01/2020), 10.06.2020 (02/2020) and 24.09.2020 (03/2020).</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.</p>

Non-conformity

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NCR Ref #	1841408-201906-N2	Clause & Category (Critical / Minor)	4.7.5 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/10/2020
Statement of Nonconformity:	The record of accident was not available during time of audit		
Requirement Reference:	Records of all accidents shall be kept and periodically reviewed.		
Objective Evidence:	<p>The audiometric test been done, dated 7 March 2019 by Dr. Siow Shin Yee (HQ/13/DOC/00/330) from specialist mobile safety supplies Sdn Bhd.</p> <p>In total 43 workers was attended the Audiometric test, the result found 13 hearing impairment and 17 workers was STS however no record of JKPP 7 for 13 Hearing impairment.</p>		
Corrective Actions:	Regional SHO to give awareness on JKPP 7 Report process to whole management and appoint new person incharge and evaluate for all trainee.		
Assessment Conclusion:	Will be verified on next surveillance		
ASA 3 Verification:	<p><u>Lepar Hilir POM</u></p> <p>Accident and emergency procedures were available and sighted at the Office Mill and the Mill. There is a formation of ERP Team & ERP for all the identified incidences (Evacuation, Evacuation – Confined Space, Fire Fighting & Spillage or Overflow). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Fire Training Demonstration was conducted on 03.10.2020 for all workers.</p> <p>Workers trained in first aid were present in the mill at specific locations. Interview with the first aid box holders indicated that they were aware and trained on the usage of the first aid items. Inspection of the first aid box indicated all items were available as per the list and regular monitoring were done by the management to ensure the supplies were frequently replenished.</p> <p>There were 1 accident case and 6 hearing impairments reported for the year 2019 in the mill. The JKPP 8 form was sighted to have been submitted to JKPP accordingly. There were 1 accident case reported for the year 2020.</p> <p><u>Lepar Hilir 08 Estate</u></p> <p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Accident and ERP Training was conducted on 25th June 2020.</p> <p>Workers trained in first aid were present in the estate operations. Interview with the first aid box holders indicated that they were aware and trained on the usage of the first aid items. Inspection of the first aid box indicated all items were available as per the list and regular monitoring were done by the management to</p>		

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	<p>ensure the supplies were frequently replenished. The latest first aid training was conducted on 27.01.2020.</p> <p>There were no accidents reported for the year 2019. The JKPP 8 form was submitted to JKPP on 22.01.2020 reporting zero accident cases for the year 2019. As of to date there were no accident cases for the year 2020.</p> <p><u>Lepar Hilir 06 Estate</u></p> <p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Emergency Fire Drill was conducted on 08.07.2020</p> <p>Workers trained in First Aid were present in the estate operations. The latest training for First Aid Kit was conducted on 20.07.2020.</p> <p>There were 3 accidents reported for the year 2020 involving a field staff and harvesting worker. The JKPP 6 form were submitted to JKPP accordingly with the copy available for verification at the estate. Accident Investigation and Meeting was conducted to address the accident incidents in the estate. JKPP 8 form for the year ending was submitted to JKPP on 15.01.2020. There were no accident cases recorded for the year 2019.</p> <p><u>Lepar Hilir 05 Estate</u></p> <p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Emergency Fire Drill was conducted on 23.09.2018.</p> <p>There were 1 accident case reported for the year 2019 involving the nursery work. The JKPP 6 was reported. Sighted the JKPP 8 form submitted to JKPP dated 09.01.2020. There were no accident cases for the year 2020.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 21/10/2020.</p>
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Non-conformity			
NCR Ref #	1841408-201906-N3	Clause & Category (Critical / Minor)	5.6.3 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/10/2020
Statement of Nonconformity:	The input data in the RSPO GHG calculator was not verifiable.		

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Requirement Reference:	A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.
Objective Evidence:	The input data in the RSPO GHG Calculator for Lepar Hilir certification unit for the year 2018 was not verifiable at all the operating units.
Corrective Actions:	<ol style="list-style-type: none"> 1. Management to ensure all data given before calculate in RSPO GHG calculator is correct and endorsed by sustainability officer. 2. GHG data verify during periodic internal audit by Sustainability Officer.
Assessment Conclusion:	Will be verified on next surveillance
ASA 3 Verification:	<p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4.0 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 21/10/2020.</p>

Opportunity for Improvement	
OFI#	Description
Nil	n/a

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1531747-201708-M1	Major	4.7.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-M2	Major	6.3.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-M3	Major	6.3.2	21/9/2017	Closed out on 13/11/2017
1531747-201708-M4	Major	2.1.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-N1	Minor	4.7.3	21/9/2017	Closed out on 21/12/2018
1531747-201708-N2	Minor	6.5.3	21/9/2017	Closed out on 21/12/2018
1531747-201708-N3	Minor	4.6.10	21/9/2017	Closed out on 21/12/2018
1531747-201708-N4	Minor	5.3.3	21/9/2017	Closed out on 21/12/2018
1722755-201810-M1	Major	6.1.3	21/12/2018	Closed out on 18/01/2019
1722755-201810-M2	Major	4.7.1	21/12/2018	Closed out on 18/01/2019
1722755-201810-N1	Minor	2.1.3	21/12/2018	Upgraded to Major NC
1722755-201810- N2	Minor	4.7.6	21/12/2018	Closed out on 25/10/2019
1722755-201810- N3	Minor	4.4.1	21/12/2018	Closed out on 25/10/2019

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1722755-201810- N4	Minor	5.1.2	21/12/2018	Closed out on 25/10/2019
1722755-201810- N5	Minor	5.2.3	21/12/2018	Closed out on 25/10/2019
1722755-201810- N6	Minor	5.3.3	21/12/2018	Closed out on 25/10/2019
1841408-201906-M1	Major	2.1.3	25/10/2019	Closed out on 24/12/2019
1841408-201906-M2	Major	6.5.1	25/10/2019	Closed out on 24/12/2019
1841408-201906-M3	Major	6.1.1	25/10/2019	Closed out on 24/12/2019
1841408-201906-M4	Major	4.7.4	25/10/2019	Closed out on 24/12/2019
1841408-201906-N2	Minor	4.7.5	25/10/2019	Closed out on 21/10/2020
1841408-201906-N3	Minor	5.6.3	25/10/2019	Closed out on 21/10/2020
1971572-202010-M1	Critical	2.3.1	24/10/2020	Closed out on 18/12/2020
1971572-202010-M2	Critical	3.6.2	24/10/2020	Closed out on 18/12/2020
1971572-202010-M3	Critical	3.4.3	24/10/2020	Closed out on 18/12/2020
1971572-202010-N1	Minor	7.3.2	24/10/2020	Open
1971572-202010-N2	Minor	7.8.1	24/10/2020	Open

3.5 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Lepar Hilir Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

List of Stakeholders contacted	
<p>Internal Stakeholders</p> <p>KKD Chairperson (Gender Committee Representative)</p> <p>Manager/Assistant Manager</p> <p>Field supervisor</p> <p>Mandore</p>	<p>Union/Contractors/Local Communities</p> <p>Workers Union representative</p> <p>Settlers’ Villages representatives</p> <p>Café/Grocery shop owner</p> <p>Neighbouring estates</p>

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Harvester Sprayer	Contractor/Transporter Vendor/Supplier
Government Departments DOE Pahang Rompin Branch SMK Lepar Hilir Tabika (F) Lepar Hilir 02	NGO -

Stakeholders comment	
1	Feedbacks: DOE Pahang Rompin Branch – FGV Lepar Hilir mill shown quite consistent compliance towards the conditions in the DOE license so far. The mill has recently been approved of plan to install the biogas methane capture plant for its POME treatment and currently in progress of construction and installation period.
	Management Responses: The management will comply any applicable legal requirements including DOE license.
	Audit Team Findings: No further issue.
2	Feedbacks: SMK Lepar Hilir – about 3-5% of students are among children of FGV employees in mill and estates. No issue in support and cooperation of school programs. Often been invited and participated in stakeholder meeting session conducted by FGV.
	Management Responses: The management will continue to support school programs especially involved employees’ children.
	Audit Team Findings: No further issue.
3	Feedbacks: Neighbouring estate (IOI –Detas Estate) - The representative from IOI shared that their field is just adjacent to Lepar Hilir 5 and 6 Estate. Both has a good cooperation with IOI management and they also attended the previous stakeholder meeting by FGV and shared the output.
	Management Responses: The management will continue to maintain good relationship with all stakeholders including neighbours.
	Audit Team Findings: No further issue.
4	Feedbacks: Settlers representatives – They have no issue with the management and maintain a good relationship with the management. No land dispute has been reported.
	Management Responses: The management will continue maintain good relationship with the settlers.
	Audit Team Findings:

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	No further issue.
5	Feedbacks: Gender Committee - No sexual harassment case reported and the gender committee team were actively implemented.
	Management Responses: The management always give priority any workers issue including potential violence and sexual harassment.
	Audit Team Findings: No further issue.

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


Previous land owner / user comment	
Nil	Feedbacks: n/a
	Management Responses: n/a
	Audit Team Findings: n/a

3.6 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that Lepar Hilir Palm Oil Mill has complied with the RSPO Principles and Criteria 2018 for Sustainable Palm Oil (RSPO P&C Malaysia National Interpretation 2019) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of Lepar Hilir Palm Oil Mill is continued.

Report prepared by	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd. Mokhtar	Name: Ameer Izyanif Bin Hamzah
Company Name: BSI Services Malaysia Sdn. Bhd.	Company Name: FGV Holdings Berhad
Title: Client Manager	Title: General Manager Sustainability Compliance & Certification Department
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 5/3/2021	Date: 8/3/2021

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for information request from relevant stakeholders and documented in '<i>Komunikasi, Penglibatan dan Rundingan</i>' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>List of documents that made available upon request are as below:</p> <ol style="list-style-type: none"> 1. Minutes meeting 2. Complaint report 3. Land title 4. Safety and Health Plan 5. HCV report 6. Stakeholder list 7. SEIA assessment report and management plan 8. Policies 9. And etc <p>Socialization of Group Sustainability Policy to Wilayah Temerloh @ Dewan Ladang Bukit Sagu 04; Date: 12/11/2019. Individual site briefing done from time to time during daily muster rollcall for workers as per sample in Lepar Hilir 06 Estate on 16/6/2020. LH05 Estate conducted on 24/6/2020.</p>	Complied

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1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Lepar Hilir Certification Unit upon request. Policies & guidelines were available in the company's website: https://www.fgvholdings.com/sustainability/policies-guidelines/ .	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Estates within Lepar Hilir Complex has implemented ' <i>Buku Rekod Penerimaan Surat & Email</i> ' to record any request from stakeholders. Receiver and Manager will be acknowledged and responded if necessary. Sampled one of the requests as following: - LH05 Estate: As per sample Surat Arahan Kerja – Kenderaan/Peralatan; Ref. # FGVPM/274/TRELER VBU 6056 – respond to request of tractor repair - Lepar Hilir POM sample: DOSH visit book latest dated 10/6/2020 for mill and machinery inspection	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	FGV has developed procedure of ' <i>Komunikasi, Penglibatan dan Rundingan</i> ' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. The stakeholders have been briefed on the procedure during stakeholder meeting and internal training. Assistant Manager of Lepar Hilir 05 Estate and Lepar Hilir 06 Estate has been appointed as Communication Officer and appointment letter dated 05/08/2020 and 04/02/2020 was sighted.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Stakeholder list has been updated accordingly with the contact and details of stakeholder. The list has included government authorities, contractors, local communities and suppliers.	Complied

Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.

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1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/5/2019) in English and Bahasa Malaysia. The policy has detailing the responsibility and compliance to the policy and FGV's commitment to sustainability. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039 dated 1/1/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity. Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies have been briefed to stakeholders on 01/10/2020 and seen the records of training.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC). Sampled the SCOC for contractors as below:</p> <ol style="list-style-type: none"> 1. Suria Pajar Enterprise 2. Kejuruteraan Sistematik Sdn Bhd 3. Impian Jaya 4. Arah Bermaju Enterprise 5. Mahu Berjaya Enterprise 	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>Lepar Hilir POM and its Supply Bases continued to comply with the legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification unit obtained and renewed license and permits as required by the law. Among others, the licenses/permit viewed were:</p>	Complied

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		<p><u>Lepar Hilir POM</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 500205504000; License valid from 01.04.2020 till 31.03.2021. 2. Energy Commissions; License Number: 2019/03982; Valid from 01.01.2020 till 31.12.2020; Commissioning capacity not exceeding 3600 kW. 3. Permit Barang Kawalan Berjadual; Reference Number: PHG/PD/K/34/2015; Industrial Diesel (25, 000 Liters); Valid from 02.07.2020 till 01.07.2021. 4. Baseline Noised Risk Assesement for Lepar Hilir mill was available conducted by Yellow Tulips Resources (HQ/08/PEB/00/87) dated 5 May 2020. 5. <p><u>Lepar Hilir 08 Estate</u></p> <ol style="list-style-type: none"> 6. MPOB License (FFB); License Number: 558970002000; License Valid from 28.09.2020 till 28.02.2021; Estate Area: 3408.47 Ha. 7. Air Compressor License; Registration Number: PH PMT 82141; Valid from 22.07.2020 till 21.10.2021. <p><u>Lepar Hilir 06 Estate</u></p> <ol style="list-style-type: none"> 8. MPOB License (FFB); License Number: 559043002000; Valid from 01.03.2020 till 28.02.2021 9. Permit Barang Kawalan Berjadual; Serial Number: C001705; Reference Number: PHG/PD/K/19/2018; Diesel (10, 000 Liters); 12 Oct 2020 till 11 Oct 2020. 	
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		<p>Lepar Hilir 05 Estate</p> <p>10. MPOB License (FFB); License Number: 559601002000; Valid from 01.04.2020 till 31.03.2021. Estate Area: 2889.54</p> <p>11. MPOB License (Nursery); License Number: 569156011000; Valid from 01.02.2020 till 31.01.2021.</p> <p>12. Permit Khas Barang Kawalan Berjadual; PK Serial Number: C002166; Diesel: 200 Litres/Day, Petrol Ron 95: 100 Litres/Day; Valid from 08.08.2020 till 07.02.2021.</p>	
<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legal and Other Requirements (FPI/L2/QOSHE 2.0, 29/11/2016).</p> <p>The applicable legal requirements for the mill and estate were registered in "Daftar Perundangan dan Lain-lain Keperluan" (Register of Legal and Other Requirements) (FPI/L4/QOSHE-2.1 Pind 0) which was last updated on 1st September 2020. The register has info about:</p> <ul style="list-style-type: none"> • Legal and Other Requirements • Enforcer Body • Main requirement • Enforcement standard • Penalty (RM) • Responsible Departments • Compliance status <p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office. Sighted the latest review to include new updates for Workers Minimum Standards of</p>	<p>Complied</p>

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		<p>Housing and Amenities (Amendment) Act 2019, Minimum Wages Order 2020, Auxiliary Police Regulations 1970 & Akta Pencegahan & Pengawalan Penyakit Berjangkit 1988.</p> <p>On the site verification, interviews with office personnel and records indicate that the system is appropriate to the operation. Tracking system on any changes in the law had been well implemented.</p>	
<p>2.1.3</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Lepar Hilir POM has clearly demarcated its boundaries by constructing fences along the boundary perimeter as sighted during the visit. The land title was available for verification;</p> <ul style="list-style-type: none"> i) State: Pahang ii) District: Kuantan iii) Mukim: Mukim Ulu Lepar iv) Lot Number: PT 1310 (5.125 Ha). <p>Lepar Hilir 08 Estate’s boundary were clearly demarcated and visibly maintained. During the site visit at Field 13Q adjacent to Felde Lepar Hilir 4, it was sighted white and red poles to demarcate the legal boundaries erected by the management.</p> <p>There are 21 land titles associated with Lepar Hilir 08 Estate amounting to 3408.47 Ha. Sampled the land titles as below:</p> <ul style="list-style-type: none"> i) No. H.S.(D): 17957 ii) Mukim: Mukim Ulu Lepar iii) Lot Number: PT 1311 iv) Area: 178.04 Ha v) File Number: PTK 3/3/23431 	<p>Complied</p>

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		<p>Leper Hilir 06 boundary was clearly demarcated. During the field visit to the boundary at PR16K adjacent to forest reserve, the boundary was clearly demarcated with security trenches and boundary poles.</p> <p>There are 6 land titles associated with Lepar Hilir 06 Estate amounting to 2965.6 Ha. Sampled the land titles as below.</p> <ul style="list-style-type: none"> i) No. H.S.(D): 3597 ii) Mukim: Mukim Lepar iii) Lot Number: PT 3347 iv) Area: 687 Ha v) File Number: PTP 7-0987 <p>Lepar Hilir 05 boundary was clearly demarcated with fences and boundary trenches. During the visit along the boundary with the forest reserve at field PM14I it was sighted the boundary was demarcated with boundary poles and fences.</p> <p>There are 9 land titles associated with Lepar Hilir 05 Estate amounting to 2855.31 Ha. Sampled the land titles as below.</p> <ul style="list-style-type: none"> i) No. H.S.(D): 3587 ii) Mukim: Mukim Lepar iii) Lot Number: PT 3352 iv) Area: 524.5 Ha v) File Number: PTP 7-0995 	
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Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within Lepar Hilir POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within Lepar Hilir POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.</p> <p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For contractors, they are required to employed legal workers. As evidence of due diligence, the contractors provided the list of employee with a copy of insurance. Sighted the sampled of contracts as follows:</p> <ol style="list-style-type: none"> 1. Yamotor Tyre Services Sdn. Bhd., Works Order no. 3301445968/20903864 dated 3/9/2020. Sighted the SCOC signed on 26/8/2020. 	Complied

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		<p>2. Syarikat Hasdori Jaya, Works Order no. 5300006455 dated 25/6/2020. Sighted the SCOC signed and attached with the works order.</p> <p>3. Ideamech Resource Sdn. Bhd., Works Order no. 3301436398/20899762 dated 21/7/2020. Sighted the SCOC signed on 14/7/2020.</p> <p>Sighted the payment of salary for contractor workers for Lara Seven Trade and Resource which paid as per legal requirement. Reviewed the payslips for workers with employment no.:</p> <ol style="list-style-type: none"> 1. EMP 01-SH 2. EMP 02-SH 3. EMP 03-SH 4. EMP 05-SH 	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.</p>	Complied

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.

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<p>2.3.1</p>	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>A list of all directly sourced FFB is available. It has the information about names of the suppliers, MPOB License number, geo-location, address and hectareage. So far there were 30 suppliers registered. There are 3 Estates within the certification Unit, 7 FFB Collection Centres, 15 Felda Owners and 5 Independent Smallholders.</p> <p>Sampled the documents for the following directly sourced FFB suppliers as follows;</p> <ol style="list-style-type: none"> 1. Ravi A/L Raja (Smallholder) <ul style="list-style-type: none"> • MPOB License; License Number: 779125001010; License Valid from 09.08.2019 till 31.07.2024. • Total Ha: 2.60 Ha • Land Title No: 336; Lot Number: Lot 695; Lot Area: 2.6758; File Number: PTK.3.2.1894; Registered on 22.12.2008. Yearly Tax: RM 135.00 2. Mohamed Tamizi Bin Suhaimi (Smallholder) <ul style="list-style-type: none"> • MPOB License; License Number: 50199420100; License Valid from 01.02.2018 till 31.01.2023. • Total Ha: 2.65 Ha • Lot 780, Mukim Ule Lepar, Daerah Kuantan, Pahang • Land Title No: 216; Lot Number; Lot 780: Lot Area: 2.65 Ha; File Number PTK.001/6741 <p>However, Lepar Hilir POM did not have adequate information for directly sourced FFB suppliers FTSB, Felda and Koperasi Peneroka Felda on information on geo-location of FFB origins and evidence of</p>	<p>Non-compliance</p>
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		<p>the ownership status or the right/claim to the land or valid use of land by the grower such as Land Application (LA); letter from Land & Survey Department; Surat Tuai Rumah/ Ketua Kampung; letter from Jabatan Kemajuan Orang Asli (JAKOA) (for Peninsular); Temporary Occupation Lease (TOL); Provisional Lease; Alienated Land.</p> <p>Hence, a Critical NC has been raised on the matter.</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>There are 7 collection centres registered in the mill's list of FFB suppliers. The mill is in the process of obtaining the information mentioned in Indicator 2.3.1 of the indirectly sourced FFB</p>	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>			
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The annual business plan is available as per the Group Financial Procedure. & Guidelines. Both estates and the mill have a similar format i.e. in the form of annual budget and a 10-year projection (2020 – 2029). This business plan is prepared as a guidance for the forthcoming years and future planning.</p> <p>The mill budget had the following components in the expenditure details.</p> <ul style="list-style-type: none"> a) Manning Level - Total no of employees required at each station. b) FFB Source and annual estimate for 10 years. c) Extraction ratios OER, KER d) Expenditure on Administration / Compound Upkeep / Medical e) Maintenance / Consumables / PPE / Tools 	Complied

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		<p>Business plans for the estates visited were reflected through annual budget with 3 years projection (Rumusan Anggaran Perbelanjaan Peringkat Matang Bagi Tahun 2020 – 2023). As to monitor the expenditure, the managers were required to submit their expenditure reports to HQ on a monthly basis with justifications where necessary. Apart from that, there is also budget challenge meetings, where the managers present their expenditures to the top management for review.</p>																									
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>The estates visited have long range replanting program until FY 2024. Replanting planned for the palm older than 25 years, non-performance field (yield) and disease infected palm. Observed the replanting program for the next financial year as follows:</p> <table border="1" data-bbox="1045 808 1816 1198"> <thead> <tr> <th>Years</th> <th>LH 8 (Ha)</th> <th>LH 5 (Ha)</th> <th>LH 6 (Ha)</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>2021</td> <td>0.00</td> <td>438.56</td> <td>304.44</td> </tr> <tr> <td>2022</td> <td>0.00</td> <td>576.76</td> <td>0.00</td> </tr> <tr> <td>2023</td> <td>194.76</td> <td>0.00</td> <td>346.42</td> </tr> <tr> <td>2024</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </tbody> </table>	Years	LH 8 (Ha)	LH 5 (Ha)	LH 6 (Ha)	2020	0.00	0.00	0.00	2021	0.00	438.56	304.44	2022	0.00	576.76	0.00	2023	194.76	0.00	346.42	2024	0.00	0.00	0.00	<p>Complied</p>
Years	LH 8 (Ha)	LH 5 (Ha)	LH 6 (Ha)																								
2020	0.00	0.00	0.00																								
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2024	0.00	0.00	0.00																								
<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>Based on the minutes of meeting reviewed, the following agendas were adequately recorded:</p> <ul style="list-style-type: none"> - Results of internal External audits covering RSPO P&C & Supply Chain Certification Standard 	<p>Complied</p>																								

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		<ul style="list-style-type: none"> - Internal Audit Review - Customer feedback - Production - Environment - Social - Management Reviews <p>Lepar Hilir POM</p> <p>Management review was last conducted on 15/9/2020. It was chaired by Mill Manager and attended by mill management staffs, which include Asst. Managers, office and mill supervisors.</p> <p>All the issued and Non-Conformity raised during internal audit were discussed and addressed during the meeting.</p> <p>Lepar Hilir 8</p> <p>Management review was last conducted on 24/9/2020. It was chaired by Estate Asst. Manager and attended by Estate Management staffs, which include Asst. Managers, office and field staffs.</p> <p>All the issued raised during internal audit were discussed during the meeting. The meeting also discussed regarding the Environmental, social issues in the estate and continuous improvement to be done in the estate.</p> <p>Lepar Hilir 6</p>	
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		<p>Management review was last conducted on 8/9/2020. It was chaired by Estate Manager and attended by Asst. Manager. Estate Management staffs, which include Asst. Managers, office and field staffs.</p> <p>All the issued and Non-Conformity raised during internal audit were discussed and addressed during the meeting.</p> <p>Lepar Hilir 5</p> <p>Management review was last conducted on 10/9/2020. It was chaired by Estate Manager and attended by Asst. Manager. Estate Management staffs, which include Asst. Managers, office and field staffs.</p> <p>All the issued and Non-Conformity raised during internal audit were discussed and addressed during the meeting.</p>	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The OU's visited has established the continual improvement plan in consideration of social and environmental impact FY 2020: Among the plan as follows:</p> <ul style="list-style-type: none"> - Maximizing recycling and reducing waste or generation of by-products (eq. Scrap iron, shell, shredded, scum, solid, contaminated soil) - Corporate Social Responsibility Programs - Zero accidents and occupational health illness - Improve on OER and KER - To reduce and change the type of weedicide/pesticide 	Complied

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		<ul style="list-style-type: none"> - To ensure zero burning practice by monitoring and create awareness to all the employee - To conduct meeting on workers welfare on quarterly basis - To ensure the the workers to achieve targeted daily productivity - To optimize the usage of empty chemical container - To control the diesel consumption - To reduce the usage of paper - To increase safety in workplace 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>There's no submission made by FGV Holdings of RSPO metrics template yet, pending its availability by RSPO secretariat. Latest submission of Annual Communications of Progress (ACOP) done for year 2019 available as in RSPO website link as following: https://document.rspo.org/FGV_HOLDINGS_BERHAD_ACOP2019.pdf</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Mill holds three SOP and documentation available at the mill for review. Noted the Sustainable Palm Oil Manual Procedure, Safety working procedure and Quality, Occupational Health, Safety and Environmental Procedure.</p>	Complied

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		Estate holds four SOP and documented in Plantation Sustainability and Quality Management, Sustainable Palm Oil Manual Procedure and Workers Health & Safety Guideline & Environmental Procedures.	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<p>The mill has a mechanism to check compliance available for ensuring compliance to the procedures that are in place. Among the sighted checklist are :</p> <ul style="list-style-type: none"> - Borang Objectif Kualiti, Keselamatan kesihatan Pekerjaan Dan Alam Sekitar. - Laporan Program Pengurusan - Semakan Kompetensi Pekerja - Borang Penilaian Pembekal Perkhidmatan <p>The estates continued to show effectiveness in ensuring the best practices and procedures were implemented throughout the operations. Among the mechanisms to check consistent implementation of procedures sighted at the estates were daily field supervision records, taskforce visits, daily grading by Estate Quality Inspector (EQI), agronomist visit and regional office audit (CDD unit).</p>	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	<p>Records of monitoring were well maintained by the estates and mill. Among the records verified were the daily grading report, internal audit report, agronomist report and mill & plantation advisor report. Based on the report, appropriate actions were recommended and adhered to by the respective units.</p> <p>Operational records such as barn owl records, rat census, bagworm census and chemical usage records were available in the estates.</p>	Complied

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Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>No new development in all estates visited. For existing operations, SIA for mill has been reviewed as documented in Lepar Hilir POM Social Impact Assessment Report; Doc. # FGV/SCC-SIA; Rev. # 2; Effective date: 25/11/2019. Relevant documented information available including samples as following:</p> <ul style="list-style-type: none"> - Pengumpulan Data Penilaian Impak Sosial dan Dokumentasi (SIA Kompleks Lepar Hilir); 26/11/2019 - Laporan Penilaian Kesan Impak Sosial FGVPM Lepar Hilir 6; Doc. #FGV/SCC-SIA; Rev. # 2; Date: 26/11/2019 - Laporan Penilaian Kesan Impak Sosial FGVPM Lepar Hilir 5; Doc. #FGV/SCC-SIA; Rev. # 2; Date: 27/11/2019 - Positive impact management plan & Negative impact management plan 2019 -2022. <p>Among aspects identified including the following:</p> <ul style="list-style-type: none"> - Agent in home country charging RM10-20K to Bangladeshi workers entering work in Malaysia (Negative) - Repairing of damages in workers housing 	Complied
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>FGV has established Environmental and documented in Quality, Occupational Safety and Health and Environmental Policy signed by the CEO on 20/11/2017.</p> <p>The policy was communicated through training, briefing and displayed on notice board at several placed in the estate.</p> <p>The mill and estates visited has conducted Environmental Aspect Identification and Environmental Impact Evaluation. The review was conducted if there is any changes in the operation with impact</p>	Complied

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		<p>in to the environment and documented in the Aspect Identification and Impact Evaluation. Refer form no. FGV/FGVPM/IV/IMS/15/1.6 Pind. 1.</p> <p>Plan documented in Management Plan to maintained Social Impact (Positive) in Lepar Hilir POM; dated 25/11/2019 with participation of affected stakeholders as per stakeholder consultation meeting latest conducted on 21/10/202012 at Lepar Hilir POM meeting room. Meeting attended by Guru Tadika, Pengerusi SAR KAFA, Jururawat, Polis Bantuan, Pengurus Ladang LKPP Pulau Manis, Pengurus Ladang DeTas & Pemborong.</p> <p>Lepar Hilir POM</p> <p>The mill has established Environmental Management Plan base on the Environmental Impact Evaluation conducted and documented in `Laporan Aspek Impak Alam Sekitar Melalui Aktiviti Perladangan, Bahan Buangan dan Pencemaran. Refer document no. FPI/L4/QOSHE(IMPAK+ve,-ve) dated 1/3/2020. The assessment covers on Pollution Source, Action needed, Person Responsible, Action Time Frame and monitoring.</p> <p>Lepar Hilir 8</p> <p>The estate has established Environmental Management Plan base on the Environmental Impact Evaluation conducted and documented in `Laporan Aspek Impak Alam Sekitar Melalui Aktiviti Perladangan, Bahan Buangan dan Pencemaran. Refer document no. 1/2020 dated 25/8/2020. The assessment covers on Pollution Source, Action needed, Person Responsible, Action Time Frame and monitoring.</p> <p>Lepar Hilir 6</p>	
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		<p>The estate has established Environmental Management Plan base on the Environmental Impact Evaluation conducted and documented in 'Laporan Aspek Impak Alam Sekitar Melalui Aktiviti Perladangan, Bahan Buangan dan Pencemaran. Refer document no. 1/2020 dated 17/2/2020.</p> <p>Lepar Hilir 5</p> <p>The estate has established Environmental Management Plan base on the Environmental Impact Evaluation conducted and documented in 'Laporan Aspek Impak Alam Sekitar Melalui Aktiviti Perladangan, Bahan Buangan dan Pencemaran. Refer document no. 1/2020 dated 24/7/2020.</p>	
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>The OU's has established Environmental Management Plan base on the Environmental Impact Evaluation conducted. Sighted the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. Sighted at buffer zone for Sg. Lepar in field PM 13Q in Lepar Hilir 8 and Sg. Sema in PM19M in Lepar Hilir 5 was well maintained and demarcated. There was no evidence of chemical application at the area. 2. The OU's visited continuously provided training to the workers to create awareness to the workers on environmental aspect. Refer training records in criteria 3.7.2. 3. Domestic waste was collected 3 times per week and disposed at designated landfill. The area choose for domestic was disposal was far from natural waterways and housing area. Sighted the landfill for Lepar Hilir 5 estate in field PR18L blok 27 and Lepar Hilir 6 Estae in field PM 99E block 37. 4. EFB were disposed at sister estate as nutrient cycle practice. The EFB disposal records were submitted to DOE through 	<p>Non-compliance</p>

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		<p>quarterly return form on quarterly basis. Sighted the reports for 2nd and 3rd quarter of FY 2020.</p> <p>Sighted during site visit at the Lepar Hilir POM, there was evidence of ineffective implementation of environmental management plan:</p> <ol style="list-style-type: none"> 1. Sighted EFB leachate from EFB Yard flow into monsoon drain and not properly channel to ETP system accordingly. 2. The Scheduled Waste 409, used PPE was not managed according to action plan established 3. Sighted evidence of lubricant spillage flow into the monsoon drain at the lubricant store <p>Hence, a Critical NC has been raised on the matter.</p>	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV has developed SOP for '<i>Proses Sosialisasi & Temuduga</i>' with Doc. No.: FGV/JTK/POL/001 for recruitment of foreign workers and '<i>Perlantikan PBH (Pekerja Artian dan Operasi Ladang)</i>' with Doc. No.: HRZonTimur/Staffing dated 01/08/2020 for recruitment of local workers.</p> <p>Besides, FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	<p>Complied</p>

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3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.</p> <p>Lepar Hilir 05 Estate has published advertisement for any job vacancy available. Seen the advertisement format and the last recruitment for local employee was Office Staff. All the relevant recruitment records such as interview evaluation form, resume, offer letter and medical check record were kept in their personal file.</p> <p>Seen the slide presentations to present during interview and recruitment session at origin countries such as India and Indonesia. Interviewed with the foreign workers confirmed that introduction of the job offered in FGV is presented during the interview session.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
<p>Guidance: Refer to Occupational Safety & Health Act and Regulation 1994</p>			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Lepar Hilir and Supply Bases have identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRADC) records, as well as CHRA reports were verified during the assessment. Appropriate control measure has been determined and revised in the HIRADC register.</p> <p><u>Lepar Hilir POM</u> HIRADC was available to cover all risk that had been identified in the mill. Among the HIRADC sighted was Security Post, Office,</p>	Complied

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		<p>Continuous Sterilizer and water treatment. The HIRADC have been all reviewed on 06.01.2020. Hiradc was also developed for Covid 19 on 01.09.2020 to address all the risk associated to the pandemic.</p> <p>CHRA was conducted on 04th September 2017 by registered assessor Ihsan Sharif Resources. (JKKP HIE 127/1712 (85)-2017/0016). The CHRA report was available for verification.</p> <p>Medical Surveillance were conducted for employees exposed or likely been exposed to n-hexane, welding fumes and chromium fumes on 18.10.2019. A total of 22 employees were examined with all employees declared fit to work with no traces of chemical in the samples.</p> <p>Baseline Noise Risk Assessment was conducted by Yellow Tulips Resources registered assessor (HQ/08/PEB/00/87) on 5th May 2020</p> <p>Annual & Baseline Audiometric Testing was conducted for employees in Lepar Hilir POM in accordance to Industrial Code of Practice (ICOP) under the ICOP Management of Occupational Noise Exposure and Hearing Conservation Program 2019. The testing was conducted by Klinik Syed Badaruddin Sdn Bhd on 24th and 25th July 2020 and 24th Aug 2020. 37 workers were reported to have risk associated Occupational Noise Related Hearing Disorders. The effected workers were due for a medical retest in 3 months (October & November 2020).</p> <p>Lepar Hilir 08 Estate</p>	
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		<p>HIRARC was available to cover all risk that had been identified in the estate. Among the HIRARC sighted was Spraying, Transporting Workers, P&D, Rat Baiting and Pruning. The HIRADC have been all reviewed on 17.06.2020. HIRARC was also developed for Covid 19 on 20.03.2020 to address all the risk associated to the pandemic.</p> <p>CHRA was conducted on 17th October 2019 by registered assessor Intensive Energy Sdn Bhd. (HQ/17/ASS/00/00015-2019/22). The CHRA report was available for verification.</p> <p>Lepar Hilir 06 Estate HIRARC was available to cover all risk that had been identified in the estate. Recent review of HIRARC includes Harvesting Operation (09.09.2020) and riding motorcycle (09.09.2020) due to accidents that occurred in the related areas. HIRARC for Covid 19 was also available dated 20.03.2020.</p> <p>CHRA was conducted on 10th May 2017 by registered assessor Occumed Consultancy & Services Sdn Bhd. (JKKP HIE 127/171/2(8)-2017/011). The CHRA report was available for verification.</p> <p>Lepar Hilir 05 Estate HIRARC was available to cover all risk that had been identified in the estate. HIRARC for Covid 19 was available dated 20.03.2020. All other HIRARC was reviewed on 06 January 2020. Among the HIRARC sighted was Spraying, Boundary Stone Marking, Ganoderma Control, Drainage Construction, etc.</p> <p>CHRA was conducted on 06th August 2018 by registered assessor Occumed Consultancy & Services Sdn Bhd. (JKKP HIE</p>	
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		127/171/2(8)-2018/069). The CHRA report was available for verification.	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Lepar Hilir POM:</p> <p>Based on the CHRA Report (JKKP HIE 127/1712 (85)-2017/0016) dated 04.09.2017, the assessor has concluded that:</p> <p>No. 9: To continue conduct health surveillance program for employees that has been exposed or likely exposed to n-hexane and chromate by an occupational health doctor at interval of no longer than twelve months.</p> <p>Medical Surveillance was last conducted for workers exposed to n-hexane, welding fumes and chromium fumes on 18.10.2019. The workers that were exposed or likely been exposed to the mentioned substances have not been sent for health surveillance monitoring by an occupational health doctor since which has exceeded 12 months. Therefore, a major non-conformance was raised.</p> <p>Hence, a Critical NC has been raised on the matter.</p>	Non-compliance
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>A training programme has been developed and available in the Training Requirement for Operating Units (Mills & Estate). The trainings were sighted to have included Gender Specific Training and involves staffs and workers.</p> <p>Covid-19 training and briefings were sighted at the mill and estates. Interview with the workers and staff indicated that they were aware on the SOP during the RMCO such as social distancing, regular sanitization and use of PPE (Face Mask).</p>	Complied

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<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Records of trainings were maintained by the Mill and all estates as below: -</p> <p>FGV Lepar Hilir POM</p> <table border="1" data-bbox="1056 500 1833 959"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>3R Recycling Training</td> <td>23.10.2019</td> </tr> <tr> <td>Training Fire Drill, Fire hydrant and First Aid</td> <td>03.10.2020</td> </tr> <tr> <td>Safety Awareness and Accident Training</td> <td>19.09.2020</td> </tr> <tr> <td>Hearing Conservation Training</td> <td>01.04.2019</td> </tr> <tr> <td>Scheduled Waste Training</td> <td>20.08.2020</td> </tr> <tr> <td>Working at Height Training</td> <td>01.07.2020</td> </tr> <tr> <td>Continuous Steriliser Control Room Training</td> <td>06.06.2020</td> </tr> </tbody> </table> <p>FGV Lepar Hilir 08 Estate</p> <table border="1" data-bbox="1056 1049 1833 1338"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>PPE Training</td> <td>18.08.2020</td> </tr> <tr> <td>Sustainability Policy & Procedures Training</td> <td>05.08.2020</td> </tr> <tr> <td>Rat Baiting Training</td> <td>20.08.2020</td> </tr> <tr> <td>Environmental Impact Management Training</td> <td>08.06.2020</td> </tr> <tr> <td>FFB Harvesting Training</td> <td>22.04.2020</td> </tr> </tbody> </table>	Training	Date	3R Recycling Training	23.10.2019	Training Fire Drill, Fire hydrant and First Aid	03.10.2020	Safety Awareness and Accident Training	19.09.2020	Hearing Conservation Training	01.04.2019	Scheduled Waste Training	20.08.2020	Working at Height Training	01.07.2020	Continuous Steriliser Control Room Training	06.06.2020	Training	Date	PPE Training	18.08.2020	Sustainability Policy & Procedures Training	05.08.2020	Rat Baiting Training	20.08.2020	Environmental Impact Management Training	08.06.2020	FFB Harvesting Training	22.04.2020	<p>Complied</p>
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		Spraying Training	16.05.2020
		HCV, RTE and Environment Training	20.06.2020
		Tractor Driver Training	18.06.2020
		FGV Lepar Hilir 06 Estate	
		Training	Date
		Chemical Handling Training	14.09.2020
		Harvesting SOP Training	10.09.2020
		RTE & HCV Training	10.08.2020
		Driver Competency Training	07.08.2020
		Motorcycle Safe Driving Training	06.08.2020
		Manuring & PPE Training	20.07.2020
		First Aid Kit Training	20.07.2020
		Spraying & PPE Training	01.07.2020
		Fire Drill Training	08.07.2020
		Waste Management, Recycling & Environmental Impact Training	20.05.2020
		Lepar Hilir 05 Estate	
		Training	Date
		Group Sustainability Policy Training	22.09.2020

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		<table border="1"> <tr> <td>HCV Management Training</td> <td>15.06.2020</td> </tr> <tr> <td>Zero Open Burning Training</td> <td>09.06.2020</td> </tr> <tr> <td>Harvesting SOP Training</td> <td>11.05.2020</td> </tr> <tr> <td>Spraying SOP & PPE Training</td> <td>06.05.2020</td> </tr> <tr> <td>IPM Management Training</td> <td>20.04.2020</td> </tr> <tr> <td>First Aid Box Training</td> <td>08.01.2020</td> </tr> </table>	HCV Management Training	15.06.2020	Zero Open Burning Training	09.06.2020	Harvesting SOP Training	11.05.2020	Spraying SOP & PPE Training	06.05.2020	IPM Management Training	20.04.2020	First Aid Box Training	08.01.2020	
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has conducted a RSPO SCCS Training at a Regional level for all relevant personals on 15.09.2020. The training was conducted based on the RSPO SCCS requirements and procedures.</p>	Complied												
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>															
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Lepar Hilir Palm Oil Mill implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Not Applicable												

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3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Lepar Hilir Palm Oil Mill receives both certified and non-certified FFB hence qualified for the MB Mill certification of RSPO Supply Chain.</p>	Complied						
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 this public summary report.</p>	Complied						
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>FGV Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016.</p> <p>Company info available through RSPO IT Platform i.e. RSPO PalmTrace as following:</p> <table border="1" data-bbox="1056 1031 1797 1295"> <tr> <td>Member Name</td> <td>FGVPISB Kilang Sawit Lepar Hilir</td> </tr> <tr> <td>Member ID</td> <td>RSPO_PO1000001320</td> </tr> <tr> <td>RSPO Membership Number</td> <td>1-0225-16-000-00 (FGV Holdings Berhad)</td> </tr> </table>	Member Name	FGVPISB Kilang Sawit Lepar Hilir	Member ID	RSPO_PO1000001320	RSPO Membership Number	1-0225-16-000-00 (FGV Holdings Berhad)	Complied
Member Name	FGVPISB Kilang Sawit Lepar Hilir								
Member ID	RSPO_PO1000001320								
RSPO Membership Number	1-0225-16-000-00 (FGV Holdings Berhad)								
3.8.5	<p>Documented procedures</p>	<p>Procedure for supply chain has been established entitled Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC</p>	Complied						

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	<p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>issue no. 3, rev. no 6 dated 21/11/2019. Among the subjects covered in the procedure are:</p> <ul style="list-style-type: none"> i. General Chain of Custody ii. Supervision (Internal Audit, Management Review) iii. Management Function and Job Description iv. Traceability v. RSPO SCC, Supply Chain Verification, Claim vi. Handling Non-Conformance Material and Document vii. Overproduction and Stock Removal viii. Supply Chain Verification – FFB Delivery Plantation to Mill ix. Supply Chain Verification – CPO/PK Delivery Mill to Customer x. Claims xi. Record keeping xii. Training xiii. Complaints and Grievances/Communication and Claims <p>The Mill Manager holds the hold the responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements as stated in the Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Management Function and Job Description. The mill has established RSPO SCCS Committee.</p>	
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<p>3.8.6</p>	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports. 	<p>Addressed in the Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Supervision (Internal Audit, Management Review). Based on the procedure, the internal audit is to be conducted annually by Sustainability Compliance and Certification (SCCD), FGVHB in accordance to crossed-reference with SOP: FGV/ML-1A-L2-Pr11 issue 1 dated 1/6/2016.</p> <p>Combined internal audit for supply chain was last conducted on 29/8/2020 by Internal Auditor from Sustainability Compliance and Certification (SCCD), FGVHB. There were no major non-conformity for RSPO SCCS were raised during the internal audit.</p> <p>The results of Internal Audit was discussed in the Management Review Meeting as sighted un minutes meeting conducted on 1/9/2020 under section 2: Results of Internal Audit Covering RSPO SCCS.</p>	<p>Complied</p>
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>Addressed in the Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Supply Chain Verification – FFB Delivery Plantation to Mill.</p> <p>Sighted the sampled delivery off FFB as follows:</p> <ol style="list-style-type: none"> 1. FGVPM Lepar Hilir 6, Block 7, Peringkat 007 <p>Date: 17/10/2020 C/N no.: 008786 RSPO Cert. no. RSPO 666408 W. Ticket no.: A00035866</p>	<p>Complied</p>

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		<p>Net Weight: 10.67 ton</p> <p>2. Felda Lepar Hilir 4, Block 71, Peringkat 003 Date: 17/10/2020 C/N no.: 804684 RSPO Cert. no. Non-Certified W. Ticket no.: A00035865 Net Weight: 6.08 ton</p> <p>3. FGVPM Lepar Hilir 8, Block 1, Peringkat 014 Date: 3/6/2020 C/N no.: 0215805 RSPO Cert. no. RSPO 666408 W. Ticket no.: A00017158 Net Weight: 9.14 ton</p> <p>There is no overproduction of certified tonnage of CPO. Mechanism in place for handling non-conforming oil palm products and/or documents has been documented in Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Handling Non-Conformance Material and Document.</p>	
3.8.8	Sales and Goods Out	Sampled of the sales and goods out delivery records as below:	Complied

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	<p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>CSPO</p> <ul style="list-style-type: none"> - The name and address of the buyer: FGV Biotechnologies Sdn. Bhd. - The name and address of the seller: Lepar Hilir POM - The loading or shipment / delivery date: 16/9/2020 - The date on which the documents were issued: 16/9/2020 - RSPO certificate number: RSPO 666408 - A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Mass Balance - The quantity of the products delivered: <ul style="list-style-type: none"> o 38.17 ton o 41.30 ton - Any related transport documentation: Weighbridge Ticket no <ul style="list-style-type: none"> o H00000769 o H00000768 - A unique identification number: Contract Ref.: RSPO054630 <p>CSPK</p> <ul style="list-style-type: none"> - The name and address of the buyer: Kilang Isi Sawit Semambu - The name and address of the seller: Lepar Hilir POM 	
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		<ul style="list-style-type: none"> - The loading or shipment / delivery date: 30/9/2020 - The date on which the documents were issued: 30/9/2020 - RSPO certificate number: RSPO 666408 - A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Mass Balance - The quantity of the products delivered: <ul style="list-style-type: none"> o 48.73 ton o 42.24 ton - Any related transport documentation: Weighbridge Ticket no.: <ul style="list-style-type: none"> o L00000148 o L00000145 - A unique identification number: Contract Ref.: RSPG4067R 	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where the mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p>	<p>No outsourcing activity with regards to processing of FFB or PK. All transportation from Mill is from FELDA transport (own company).</p>	<p>Complied</p>

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	<p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	No processing of palm products involved outsourcing activities except for transporter which been included its details in the stakeholder list under vendor category.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	No new contractor used for physical handling of RSPO certified oil palm products since the last audit. Nonetheless, the mill aware of this requirement.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>Addressed in the Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years.</p> <p>Accurate and update records available as per sample sighted as following:</p> <p>- Laporan Tahunan Kernel ISCC/RSPO/MSPO 2020; FPIMP757; 21/10/2020</p>	Complied

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	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<ul style="list-style-type: none"> - Laporan CPO ISCC/RSPO/MSPO Bulan Oktober; FPIMP740; 21/10/2020 - Laporan Tabunan CPO ISCC/RSPO 2020;FPIMP755; 18/2/2020 																			
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>As per OER and KER of mill productions for month of July and August 2020 the figure was as following:</p> <table border="1" data-bbox="1056 998 1829 1291"> <thead> <tr> <th></th> <th>July</th> <th>August</th> </tr> </thead> <tbody> <tr> <td>FFB Processed</td> <td>24320 tons</td> <td>24630 tons</td> </tr> <tr> <td>OER</td> <td>19.49%</td> <td>20.42%</td> </tr> <tr> <td>CPO Produced</td> <td>4740.83 tons</td> <td>5029.21 tons</td> </tr> <tr> <td>KER</td> <td>4.04%</td> <td>4.04%</td> </tr> <tr> <td>PK Produced</td> <td>983.66 tons</td> <td>994.02 tons</td> </tr> </tbody> </table>		July	August	FFB Processed	24320 tons	24630 tons	OER	19.49%	20.42%	CPO Produced	4740.83 tons	5029.21 tons	KER	4.04%	4.04%	PK Produced	983.66 tons	994.02 tons	<p>Complied</p>
	July	August																			
FFB Processed	24320 tons	24630 tons																			
OER	19.49%	20.42%																			
CPO Produced	4740.83 tons	5029.21 tons																			
KER	4.04%	4.04%																			
PK Produced	983.66 tons	994.02 tons																			

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3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.	Complied
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	Lepar Hilir Palm Oil Mill implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.	Not Applicable
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's Palmtrace, the company was able to demonstrate that it has been registering its transactions in the Palmtrace accordingly. Based on the announcement (transaction) summary, all the registrations were found to be in order.	Complied
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	Not applicable, no record of corporate communication as per verification.	Not Applicable

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4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member’s history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text ‘Check our progress at www.rspo.org’ where the link must lead to the member’s profile page.</p>	Not applicable, no record of corporate communication as per verification.	Not Applicable
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Not applicable, no record of corporate communication as per verification.	Not Applicable
4.4	<p>Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.</p>	Not applicable, no record of corporate communication as per verification.	Not Applicable
4.5	<p>Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.</p>	No RSPO corporate logo been used by the management.	Not Applicable
Business to business communications			
5.1	<p>Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.</p>	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	<p>When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.</p>	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number (RSPO 666409).	Complied

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5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>Lepar Hilir POM is not under distributor or wholesaler category. Thus, this requirement is not applicable</p>	Not Applicable
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.</p>	<p>Business to Business communication were made through the CSPO and CSPK trading contractual and transactions documentations between the mill and buyers. No further communications made by Lepar Hilir POM for its raw products beyond its refinery and oleochemical plants buyers.</p>	Not Applicable
6.2	<p>Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.</p>	<p>No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.</p>	Not Applicable
6.3	<p>When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.</p>	<p>No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.</p>	Not Applicable

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6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rsपो.org .	No business to consumer communication on product specific claim made. Lepar Hilir POM only producing crude and unfinished product. Hence, this is not applicable.	Not Applicable

MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Based on verification of Mass Balance Sheet, it was found that the certified CPO and PK were always delivered from positive stock. Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Based on verification of Mass Balance Sheet, it was found that the certified CPO and PK were always delivered from positive stock. Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the 	No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable

	<p>trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch).</p> <ul style="list-style-type: none"> In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>No record of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company recognizes its responsibility to respect and uphold international</p>	<p>Complied</p>

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	and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces. - Critical (Major) compliance -	principles, standards and practices as encapsulated in the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), United Nations Sustainable Development Goals (UNSDGs) and other applicable treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. Briefing of the policy was conducted on 27/09/2020 in Lepar Hilir Estate 05, 07/09/2020 in Lepar Hilir Estate 06 and 24/08/2020 in Lepar Hilir Estate 08.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	FGV prohibits any form of harassment in their operation as per the policy above. Interviewed with the workers confirmed that no harassment by the management.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage. Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	Refer to Indicator 4.2.1. The procedures were briefed to the external stakeholders on 01/10/2020 and internal workers on 01/09/2020. Seen the training records. Lepar Hilir POM has issued memo dated 05/08/2020 to relevant stakeholders in related to the channels of report complaint and grievances. Interviewed with the	Complied

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		stakeholders confirmed that they are understand on the process of complaint and grievances.										
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All estates and mill within Lepar Hilir complex has implemented Complaint/ Improvement Form and Complaint & Grievance Record. The complainant will lodge complaint and written in the complaint form and the person in charge will transfer the complaint into the Complaint & Grievance Record to monitor. Any action taken will be recorded in the form and complainant will acknowledged after the issue has resolved.</p> <p>Sighted in Lepar Hilir 06 Record Book of Estate Workers Complaints Year 2019 & 2020; PIC is Kerani HEP; sample complaints as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Complaint date</th> <th style="width: 50%;">Issues</th> <th style="width: 25%;">Resolution date</th> </tr> </thead> <tbody> <tr> <td>10/7/2020</td> <td>Sarang tebuan depan rumah</td> <td>16/7/2020</td> </tr> <tr> <td>18/9/2020</td> <td>Rumah telah dibanci</td> <td></td> </tr> </tbody> </table>	Complaint date	Issues	Resolution date	10/7/2020	Sarang tebuan depan rumah	16/7/2020	18/9/2020	Rumah telah dibanci		Complied
Complaint date	Issues	Resolution date										
10/7/2020	Sarang tebuan depan rumah	16/7/2020										
18/9/2020	Rumah telah dibanci											
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01.04.2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.</p>	Complied									
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.												

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4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>FGV Group has issued circular on 23/03/2020 to all the operating units to ensure they provided all the basis necessity to the workers during the period of MCO. Total RM 35 per worker for rice, sugar, cooking oil, flour, coffee and eggs. Seen the records of distribution of the necessity were sighted.</p> <p>Contribution to the local communities such as provided schooling funds to the children of the workers at one time. Seen the cash voucher records for the funds issued to the applicants.</p> <p>As sample, Lepar Hilir POM has made contribution to local communities such as provide 100% job opportunity to local communities. Management of Lepar Hilir 08 Estate has arranged a night market on every 14th of the month to allow the workers to purchase the essential goods. Besides, the management has made foods contribution to all the staffs and workers during the pandemic period such as rice, sugar, cooking oil, eggs and flour. Free school bus was provided to the children of workers.</p>	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Tenancy Agreement dated 06/01/2012 which commenced on 01/01/2012 between FELDA and FGV and the agreement will further renew every 3 years up to total 99 years was sighted for Lepar Hilir Complex.</p> <p>Some of the land titles available as per sample sighted as following:</p> <ul style="list-style-type: none"> - Lepar Hilir POM: Lot Number: PT 1310 (5.125 Ha); Mukim: Mukim Ulu Lepar; District: Kuantan; State: Pahang - Lepar Hilir 08 Estate: File Number: PTK 3/3/23431; Lot Number: PT 1311; No. H.S.(D): 17957; Mukim: Mukim Ulu Lepar, Area: 	Complied

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		<p>178.04 Ha; There are 21 land titles associated with Lepar Hilir 08 Estate amounting to 3408.47 Ha</p> <ul style="list-style-type: none"> - Lepar Hilir 06 Estate: File Number: PTP 7-0987; Lot Number: PT 3347; No. H.S.(D): 3597; Mukim: Mukim Lepar; There are 6 land titles associated with Lepar Hilir 06 Estate amounting to 2965.6 Ha. - Lepar Hilir 05 Estate: File Number: PTP 7-0995; Lot Number: PT 3352; No. H.S.(D): 3587; Mukim: Mukim Lepar; Area: 524.5 Ha; There are 9 land titles associated with Lepar Hilir 05 Estate amounting to 2855.31 Ha. 	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with	Complied

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		the stakeholders confirmed that no encroachment of land by the company.	
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	The estate lands are legally owned by the company. The existing estates and POM are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm that there is no dispute.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The	Complied

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	- Minor compliance -	surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples,	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied

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	the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -		
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There no new planting in and no acquisition of new land in all estates within Lepar Hilir complex.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and	Complied

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	- Critical (Major) compliance -	monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Refer to Indicator 4.6.1.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and	Complied

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		monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	Refer to Indicator 4.7.1.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There is no customary right land in within Lepar Hilir Certification Unit.	Complied
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There is no customary right land in within Lepar Hilir Certification Unit.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.	There is no customary right land in within Lepar Hilir Certification Unit.	Complied

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	- Critical (Major) compliance -		
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There is no customary right land in within Lepar Hilir Certification Unit.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There is no customary right land in within Lepar Hilir Certification Unit.	Complied

Principle 5: Support smallholder inclusion

Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and Past prices for FFB is publicly available / posted at the Main Weighbridge counter in accordance with MPOB monthly average. Details of the prices during the audit were as below.	Complied													
		<table border="1"> <thead> <tr> <th>DATE</th> <th colspan="2">FFB PRICE</th> </tr> </thead> <tbody> <tr> <td rowspan="2">20.10.2020</td> <td>PRICE A</td> <td>RM 30.50</td> </tr> <tr> <td>PRICE B</td> <td>RM 30.30</td> </tr> <tr> <td rowspan="2">21.10.2020</td> <td>PRICE A</td> <td>RM 30.00</td> </tr> <tr> <td>PRICE B</td> <td>RM 29.40</td> </tr> </tbody> </table>	DATE	FFB PRICE		20.10.2020	PRICE A	RM 30.50	PRICE B	RM 30.30	21.10.2020	PRICE A	RM 30.00	PRICE B	RM 29.40	
DATE	FFB PRICE															
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5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>Pricing mechanism was clearly stated in the contract agreement and communicated to growers / independent smallholders through stakeholder meetings and whenever they collect payment. Sighted the weighbridge ticket which consist of FFB pricing and weight of delivered FFB and calculation table which is issued to them whenever payment is made. Sighted documents signed and agreed.</p> <p>The price of FFB paid is in accordance with the price determined by MPOB.</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Pricing are based on MPOB FFB Pricing Mechanism and updated on a monthly basis, available on display at the weighbridge for the viewing of the FFB Suppliers. No penalties or deductions are imposed on the price, as off spec FFB Crops are rejected and the accepted FFB Crop are weighed and paid in full based on the MPOB Pricing mentioned above.</p> <p>Interview with sampled FFB Suppliers and Smallholders indicate that they are satisfied with the FFB Pricing as it is in accordance with MPOB Pricing and no penalties or deductions are made to affect the pricing of the FFB.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>The FFB Suppliers are not restricted to only send the FFB to Lepar Hilir POM as they are not bound by the contract agreement to send the FFB to Lepar Hilir Mill. Therefore, they are not involved in any decision-making process of the mill nor does the mill assist in the financing of the smallholders.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts Agreements are made between Lepar Hilir POM and FFB Suppliers to ensure that the FFB Quality is delivered based on the</p>	Complied

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		<p>MPOB Oil Palm Fruit Grading Manual, payments will be made by the 10th of the following month with advance payments available upon request, Sampled the contract agreements as below:</p> <ul style="list-style-type: none"> - Bakti Mas Bina Sdn Bhd – dated March 2019 - The contract consists of Buying Terms, Volume Incentives and Legal and Transparent clauses. 	
<p>5.1.6</p>	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Interview with the FFB Suppliers proved that the payments were made in accordance with the contract agreement and in a timely manner. Payments were made by the 10th of every month. A copy of the weighbridge ticket was available upon every consignment delivery together with the Rejected FFB Notification. Receipts of payments was available for the FFB Suppliers with details on total metric tonne, Rate per metric tonne and Total amount paid. The payments records were available for verification as below:</p> <ol style="list-style-type: none"> 1. Mohamed Tamizi Bin Suhaimi (Smallholder) <ul style="list-style-type: none"> • Voucher Number: 350035884 • Date: 10.03.2020 • Account Number: 6074989 • Total FFB: 1.99mt • Price: RM 468.12/mt • Payment Amount: RM 931.56 2. Bakti Mas Bina Sdn Bhd (Collection Centre) <ul style="list-style-type: none"> • Voucher Number: 350035894 • Date: 10.03.2020 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Account Number: 6057138 • Total FFB: 152.53mt • Price: RM 477.16 • Payment Amount: RM 72, 851.55 <p>3. Eng Huat Latex Concentrate Sdn. Bhd (Collection Centre)</p> <ul style="list-style-type: none"> • Voucher Number: 350037077 • Payment Date: 18.03.2020 • FFB Supplier Account Number: 6059687 • Total FFB: 96.46mt • Price: RM 450.79 • Payment Amount: RM 43, 592.71 	
<p>5.1.7</p>	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridge are frequently calibrated by Metrology Corporation Sdn Bhd to ensure the weighing mechanism is accurate and not bias. The records of calibration were available for verification as below;</p> <ul style="list-style-type: none"> - Weighbridge Serial Number: 00996616 GM Receipt Number: 1653797 Calibration Date: 05.08.2020 Safety Label Number: 2.1KQ 014284 - Weighbridge Serial Number: 201650410 Receipt Number: 1653857 Calibration Date: 27.07.2020 Safety Label Number: 2.1KQ 014293 	<p>Complied</p>

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5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>All the Independent Smallholders that supply FFB to Lepar Hilir POM are not RSPO certified therefore this indicator is not applicable.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Lepar Hilir POM have provided a Grievance Form available at the Guard Post for all smallholders and FFB suppliers to raise any grievance or complaints. The form is divided to complaint and management’s action. As of Oct 2020, there were no complaints or grievance recorded.</p>	Complied
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>There are no scheme smallholders in the Unit of Certification. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>There are no scheme smallholders in the Unit of Certification. Therefore, this indicator is not applicable.</p>	Not Applicable
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>All suppliers have valid MPOB Licenses and MSPO Licenses as stated by Lepar Hilir POM. Hence the legality of the FFB is justified.</p>	Complied

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5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	There are no scheme smallholders in the Unit of Certification. Therefore, this indicator is not applicable.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	There are no scheme smallholders in the Unit of Certification. Therefore, this indicator is not applicable.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where all employees and workers shall receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, and marital status, reproductive rights of women, union membership/affiliation / employment status, or political affiliation.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interviewed with the workers comprises of different gender and nationalities confirmed that no discrimination has occurred in the plantations. The management treated all equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability.	Complied
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. - Minor compliance -	The recruitment of foreign workers is through JTK Department in HQ based on the regulation requirements. For local workers, they will display job vacancy advertisement in the estates or Wilayah office. Medical test will be required for all the workers prior to start work. All the recruitment is done based on skills, capabilities, qualities and medical fitness.	Complied

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6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	Reviewed the recruitment record of the medical check-up found that pregnancy testing is not a criterion for pre-employment. Interviewed with the female workers confirmed that pregnancy testing is not a pre-requisite to join the company.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Latest gender committee meeting dated 24/9/2020 at mill. LH06 Estate Gender Committee Meeting # 01/2020; Date: 10/7/2020. LH05 Gender Committee/KKD Meeting # 01/2020; 9/9/2020. No issue related to sexual harassment and violence reported. Meeting minutes was sighted and no issue reported during the meeting. Rights of the female workers and reproductive rights were explained during the meeting. During the meeting, the Chairman has informed the committee that they had discussed with the management to allow the new mother to have break time for breastfeeding. Interviewed with the Chairman of Gender Committee confirmed that there is no any new mother for the past 2 years.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Reviewed of sample payslips (January 2020, March 2020, April 2020 and September 2020) in whole Lepar Hilir POM and supply bases which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2020 without any discrimination.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.	All the workers have signed on the employment contract or offer letter (local worker) prior to work. The contract is in their national languages such as Bahasa Malaysia, English and India. All the terms and conditions were clearly outlined in the contract and briefed to	Complied

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	<p>- Critical (Major) compliance -</p>	<p>all the workers before they signed the contract during induction training. Sampled of the contracts as below:] Lepar Hilir POM sample: - Employee ID # 1206168; Post: Senior Operator; Date join: 8/6/1991 - Employee ID # 1202895; Post: General Worker; Date join: 1/9/1999 - Employee ID # 1210386; Post: Weighbridge Clerk; Date join: 15/7/2020 - Employee ID # 1210420; Post: General Worker; Date join: 15/2/2019 - Employee ID # 1206551; Post: Store Clerk; Date join: 20/9/2004 - Employee ID # 1210386; Post: General Worker; Date join: 15/10/2020</p> <p>Lepar Hilir 08 Estate sample: - Employee ID # FW06131461; Post: General Worker; Date join: 23/1/2020; Nationality: India - Employee ID # FW06131056; Post: General Worker; Date join: 20/11/2015; Nationality: Indonesia - Employee ID # FW06131422; Post: General Worker; Date join: 14/12/2018; Nationality: Indonesia - Employee ID # FW06131357; Post: General Worker; Date join: 13/8/2018; Nationality: Indonesia - Employee ID # FW06131086; Post: General Worker; Date join: 26/7/2017; Nationality: India</p>	
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		<ul style="list-style-type: none"> - Employee ID # FW06131235; Post: General Worker; Date join: 30/12/2017; Nationality: Indonesia - Employee ID # FW06131177; Post: General Worker; Date join: 1/11/2017; Nationality: Bangladesh - Employee ID # FW06131111; Post: General Worker; Date join: 14/10/2017; Nationality: Bangladesh - Employee ID # LW06130175; Post: General Worker; Date join: 2/12/2019; Nationality: Malaysia - Employee ID # FW06131128; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh - Employee ID # LW06130053; Post: General Worker; Date join: 12/6/2006; Nationality: Malaysia - Employee ID # FW06131241; Post: General Worker; Date join: 8/1/2018; Nationality: Indonesia - Employee ID # FW06131401; Post: General Worker; Date join: 3/12/2018; Nationality: Indonesia <p>Lepar Hilir 06 Estate sample: Briefing and explanation on Kadar Upah Kerja Bil 07, Kad Kerja dan Payslip were conducted on 10/3/2020.</p> <ul style="list-style-type: none"> - Employee ID # LW02750097; Post: Mandore; Date join: 2/3/2019; Nationality: Malaysia - Employee ID # LW02750101; Post: General Clerk; Date join: 2/12/2019; Nationality: Malaysia - Employee ID # FW06570910; Post: Harvester; Date join: 26/8/2019; Nationality: Indonesia 	
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		<ul style="list-style-type: none"> - Employee ID # FW02750273; Post: General Worker; Date join: 29/10/2014; Nationality: Indonesia - Employee ID # FW02751289; Post: General Worker; Date join: 7/6/2018; Nationality: Indonesia - Employee ID # FW02751347; Post: General Worker; Date join: 15/3/2018; Nationality: Indonesia - Employee ID # FW02751096; Post: General Worker; Date join: 8/10/2017; Nationality: Bangladesh - Employee ID # FW02751193; Post: General Worker; Date join: 4/4/2018; Nationality: Bangladesh - Employee ID # FW02751125; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh - Employee ID # FW02751280; Post: General Worker; Date join: 19/5/2018; Nationality: Bangladesh - Employee ID # FW02751265; Post: General Worker; Date join: 17/5/2018; Nationality: Bangladesh - Employee ID # FW02751143; Post: General Worker; Date join: 15/11/2017; Nationality: Bangladesh - Employee ID # FW02751372; Post: General Worker; Date join: 27/10/2019; Nationality: Bangladesh 	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Mill employment based on Collection Agreement between FGV Palm Industries Sdn. Bhd. and FGV Palm Industries Sdn. Bhd. Workers Union Peninsular Malaysia; Period: 1/1/2019 – 31/12/2021; COG. # 031/2020; Registered date: 31/1/2020</p> <p>Estate local staff employment based on Collection Agreement between FGV Plantation (Malaysia) Sdn. Bhd. and FGV Plantation (Malaysia) Sdn. Bhd. Workers Union Peninsular Malaysia; Period:</p>	Complied

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		1/1/2019 – 31/12/2021; COG. # 025/2020; Registered date: 22/1/2020	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	Verified the payslips and Workers Attendance Sheet and Pocket Checkroll Report confirmed that the workers were paid according to the Employment Act 1955 and Minimum Wage Order 2020. Deduction of wages was made as per approval from Labour Department.	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	Housing is provided to workers that is equipped with basic amenities including water supplied by local authority – PAIP (Pengurusan Air Pahang Berhad) and electrical supply by TNB (Tenaga Nasional Berhad) that is charged to workers on monthly basis if it exceed the subsidy provided by the FGV Lepar Hilir Management. Generally randomly selected houses visit sighted they are in good condition; both interior and exterior side of the houses, toilet and cooking facilities.	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	Monitoring of food price conducted by management as per sample Lepar Hilir 06 Estate Basic Sundries Price Checklist which includes price of rice, cooking oil, eggs, sugar etc. latest surveyed on 25/5/2020 and 14/10/2020 with comparison between two sundry shops available within the complex.	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW</p>	<p>Based on the Decent Living Wages Plan for Lepar Hilir Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following:</p> <p>- FGV own mechanism of calculation to determine workers wage</p>	Complied

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<p>country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages 	<ul style="list-style-type: none"> - Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia - FGV is committed to ensure all FGV workers getting decent living wage (DLW) <p>Time frame for FGV to apply DLW:</p> <table border="1" data-bbox="1045 553 1829 802"> <thead> <tr> <th>Plan</th> <th>Target period</th> </tr> </thead> <tbody> <tr> <td>1st Working Group (WG) on DLW</td> <td>Dec 2019</td> </tr> <tr> <td>Calculation, Integration & Application DLW</td> <td>Jan – Mar 2020</td> </tr> <tr> <td>Review by Management</td> <td>Mar 2020</td> </tr> <tr> <td>Review by Enforcer</td> <td>Apr 2020</td> </tr> </tbody> </table> <p>FGV proposal on DLW:</p> <ul style="list-style-type: none"> - FGV adopting basic calculation using DLW Guideline by RSPO (June 2019) - FGV will calculate DLW base on highest (based on FGV Sites) provided by DLW Guideline by RSPO (this calculation will accommodate all 150 plantations owned by FGV) <p>Basic calculation:</p> $\{[(\text{Food Cost} + \text{Housing Cost} + \text{Other Cost}) \times 5\% \text{ unexpected cost}] \div \text{mandatory salary}\} + \text{mandatory salary deduction} = \text{DLW}$ <p>Reference:</p> <ul style="list-style-type: none"> - Food cost: Food expenditure by National Statistic Department 	Plan	Target period	1 st Working Group (WG) on DLW	Dec 2019	Calculation, Integration & Application DLW	Jan – Mar 2020	Review by Management	Mar 2020	Review by Enforcer	Apr 2020	
Plan	Target period											
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	<ul style="list-style-type: none"> Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>	<ul style="list-style-type: none"> Housing cost: Workers’ Minimum Standards of Housing and Amenities Act, 1990 Salary deduction: Employment Act 1955 <p>Proposal on calculation of prevailing living wage for Lepar Hilir complex:</p> <table border="1" data-bbox="1039 592 1837 1323"> <thead> <tr> <th>In Kind Benefits</th> <th>Local Workers</th> <th>Foreign Workers</th> </tr> </thead> <tbody> <tr> <td>Housing</td> <td>RM250.00</td> <td>RM200.00</td> </tr> <tr> <td>Utilities</td> <td>RM77.30</td> <td>RM13.45</td> </tr> <tr> <td>Education</td> <td>RM48.10</td> <td>-</td> </tr> <tr> <td>Transportation to workplace</td> <td>-</td> <td>-</td> </tr> <tr> <td>Healthcare</td> <td>RM60.80</td> <td>RM57.60</td> </tr> <tr> <td>Passport safety box</td> <td>-</td> <td>RM50.00</td> </tr> <tr> <td>Childcare (TADIKA)</td> <td>RM149.00</td> <td>-</td> </tr> <tr> <td>Staff/workers welfare</td> <td>RM108.70</td> <td>RM108.70</td> </tr> <tr> <td>Sports & recreation</td> <td>RM81.50</td> <td>RM81.50</td> </tr> <tr> <td>Total cost of in-kind benefits</td> <td>RM775.40</td> <td>RM511.25</td> </tr> <tr> <td>Average monthly take home salary per worker</td> <td>RM1,454.50</td> <td>RM1,432.60</td> </tr> <tr> <td>Total value of prevailing wage</td> <td>RM2,229.90</td> <td>RM1,943.85</td> </tr> </tbody> </table>	In Kind Benefits	Local Workers	Foreign Workers	Housing	RM250.00	RM200.00	Utilities	RM77.30	RM13.45	Education	RM48.10	-	Transportation to workplace	-	-	Healthcare	RM60.80	RM57.60	Passport safety box	-	RM50.00	Childcare (TADIKA)	RM149.00	-	Staff/workers welfare	RM108.70	RM108.70	Sports & recreation	RM81.50	RM81.50	Total cost of in-kind benefits	RM775.40	RM511.25	Average monthly take home salary per worker	RM1,454.50	RM1,432.60	Total value of prevailing wage	RM2,229.90	RM1,943.85	
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Staff/workers welfare	RM108.70	RM108.70																																								
Sports & recreation	RM81.50	RM81.50																																								
Total cost of in-kind benefits	RM775.40	RM511.25																																								
Average monthly take home salary per worker	RM1,454.50	RM1,432.60																																								
Total value of prevailing wage	RM2,229.90	RM1,943.85																																								

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6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>All the core works are performed by permanent and full-time employees in Lepar Hilir POM and supply bases. No contract worker was employed. Contractor’s workers were engaged as lorry driver to transport the FFB to mill.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where FGV commits to respect employees’ and workers’ right to freedom of movement, fair working hours, freedom of association and right to decent living condition. Briefing of the policy was conducted on 27/09/2020 in Lepar Hilir 05 Estate, 07/09/2020 in Lepar Hilir 06 Estate and 24/08/2020 in Lepar Hilir 08 Estate.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>FGV has signed an agreement with '<i>Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung</i>' to outline all the terms and conditions and benefits of the employees in FGV. The agreement is valid from 01/01/2019 to 31/12/2021.</p> <p>Minutes of meetings records sighted available as per samples as following:</p> <p>Overall Employees Representatives (Peninsular Malaysia):</p> <ul style="list-style-type: none"> - Koperasi Pekerja-Pekerja Felda Palm Industries Berhad; Mesyuarat Agung Perwakilan Tahunan Kali Ke Tujuh Belas; 14/9/2020 (Monday); 2.30pm; Dewan Hotel Tanjung Vista Kuala Terengganu <p>Peninsular Malaysia Jawatankuasa Kerja Agung:</p>	Complied

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		<ul style="list-style-type: none"> - Koperasi Pekerja-Pekerja Felda Palm Industries Berhad; No Pendaftaran: 505; Mesyuarat Jawatankuasa Kerja Agung Kali Pertama Sesi 2019-2022; 14/9/2020 (Monday); 8.30am; Hotel Tanjung Vista Kuala Terengganu <p>Lepar Hilir Mill:</p> <ul style="list-style-type: none"> - Mesyuarat Agung Tiga Tahunan Peringkat Cawangan Lepar Hilir Kali Ke 8 Sesi 2019-2022; 28/6/2019; Dewan Hiliran Utama KS Lepar Hilir <p>LH08 Estate:</p> <ul style="list-style-type: none"> - Staff union representative on selective representative to Mesyuarat Perwakilan - Employer and employees Joint Consultative Committee (JCC) involving representative of workers from each country Indonesia, Bangladesh and India latest meeting dated 18/8/2020 - Sighted in the meeting that there's a feedback on housing related to issues of bat drops on house ceilings recorded in Buku Aduan <p>LH06 Estate:</p> <ul style="list-style-type: none"> - Minit Mesyuarat Perundingan Bersama AJK Wakil Pekerja; Date: 7/7/2020 - Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd.; Minit Mesyuarat Jawatankuasa Kerja # 76; Date: 13/2/2020; Venue: Sani Hotel, Kuala Lumpur 	
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely	The workers have the right to join or form trade unions of their own choosing without prior authorization and to bargain collectively. Interviewed with the workers confirmed that the election of the	Complied

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	<p>elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>representatives was elected freely by the workers without any interference of management.</p>	
<p>Criterion 6.4: Children are not employed or exploited.</p>			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company commits to eliminate any form of child labour and this has stated in the Supplier Code of Conduct which signed by every suppliers and contractors that engaged by the company.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>As per the Group Sustainability Policy, the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification. Reviewed the master list of employees found that no child labour was employed.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Employee Master Listing and through interviewed with the stakeholders.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The management of Lepar Hilir Certification Unit has communicated the Group Sustainability Policy and Supplier Code of Conduct (SCOC) to the third party, FFB suppliers and local communities during stakeholder meetings and before providing services to the company.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			

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6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company does not tolerate any form of sexual harassment violence and abuse. Briefing of the policy was conducted on 27/09/2020 in Lepar Hilir 05 Estate, 07/09/2020 in Lepar Hilir 06 Estate and 24/08/2020 in Lepar Hilir 08 Estate.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where all employees and workers shall receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, and marital status, reproductive rights of women, union membership/affiliation / employment status, or political affiliation. Briefing of the policy was conducted on 27/09/2020 in Lepar Hilir 05 Estate, 07/09/2020 in Lepar Hilir 06 Estate and 24/08/2020 in Lepar Hilir 08 Estate.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>Lepar Hilir POM, Lepar Hilir 05 Estate and Lepar Hilir 06 Estate:</p> <p>There was no new mother for the past 2 years as verified through interviewed with the Chairman of Gender Committee. However, they have discussed with the management if there is any breastfeeding mother, they are allowing to have extra break time for breastfeed as reported during the Gender Committee Meeting. Management through gender committee has monitored any new mother in the estate and questionnaire form for new mother needs was established.</p> <p>Lepar Hilir 06 Estate:</p> <p>There was an assessment conducted to identify new mother in the estate and there was one new mother (Nur Atikah binti Salim) with 7 months old baby. The assessment was conducted on 17/07/2020</p>	Complied

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		<p>and questionnaire was done by the new mother for her needs as a new mother. She needs 2 hours to breastfeed her baby. The management has approved the needs on 17/07/2020 as stated in the action plan for identification of the needs of new mother. Interviewed with the new mother confirmed that the management has fulfilled the needs of the new mother.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>FGV has established 'Prosedur Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-PR10(1) dated Jan 2020. The objective of the procedure is to establish a mechanism to handle any issues related to gender for all the employees and housewives living in the compound. Channel of complaint lodge has outlined in the procedure such as verbal and written. The appointed committee need to forward the complaint to Regional Gender Committee within 1 week from the date of complain received. If the case is unresolved, the committee will forward the case to <i>Talian Nur (Kementerian Pembangunan Wanita, Keluarga & Masyarakat)</i> through 15999/ SUHAKAM/ <i>Jabatan Tenaga Kerja Semenanjung Malaysia</i>. The management will protect the identity of the complainant if they wish not to reveal.</p>	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign 	<p>Interviewed with the workers confirmed that no forced and trafficked labour in Lepar Hilir Certification Units. The terms and conditions offered by the company were similar in their home country and when arrived in the plantations. No contract substitution has occurred. They have kept their passport at the locker outside the office. Overtimes was monitored by the company and the workers are giving freedom to choose to overtime and resign. There was no penalty for termination of employment if they</p>	Complied

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	<ul style="list-style-type: none"> • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	wish to terminate the contract earlier as per the employment contract signed.	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All basic necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	Complied
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Lepar Hilir POM</p> <ul style="list-style-type: none"> • The management have appointed the Mill Manager Mr. Mohd. Hafid Bin Ismail as the Chairman of the JKKP for Lepar Hilir POM. Sighted the appointment letter dated 8th July 2019 undersigned by the Regional Controller. • Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 05.05.2020 (02/2020), 05.03.2020 (01/2020). 	Complied

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		<p>Lepar Hilir 08 Estate</p> <ul style="list-style-type: none"> The management have appointed the Assistant Manager Mr. Muhammad Fai bin Mohd Yunus as the Secretary of the JKPP for Lepar Hilir 08 Estate. The Secretary is currently heading the JKPP Committee as the Chairman is on long leave. Sighted the appointment letter dated 16 June 2020 undersigned by the Estate Manager. Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKPP Meeting Minutes dated 18.08.2020 (3/2020), 29.05.2020 (2/2020), 21.02.2020 (1/2020). <p>Lepar Hilir 06 Estate</p> <ul style="list-style-type: none"> The management have appointed the Estate Manager Mr. Noor Azizan Bin Zainun as the Chairman of the JKPP for Lepar Hilir 06 Estate. Sighted the appointment letter dated 28 Jan 2019 undersigned by the Regional Controller. Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKPP Meeting Minutes dated 21/09/2020 (03/2020), 11.06.2020 (02/2020) and 11.03.2020 (01/2020) <p>Lepar Hilir 05 Estate</p> <ul style="list-style-type: none"> The management have appointed the Estate Manager Abdul Rahim Bin Abdul Rahman as the Chairman of the JKPP for Lepar 	
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		<p>Hilir 05 Estate. Sighted the appointment letter dated 21.09.2020 undersigned by the Regional Controller.</p> <p>Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKPP Meeting Minutes dated 10.03.2020 (01/2020), 10.06.2020 (02/2020) and 24.09.2020 (03/2020).</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p><u>Lepar Hilir POM</u></p> <p>Accident and emergency procedures were available and sighted at the Office Mill and the Mill. There is a formation of ERP Team & ERP for all the identified incidences (Evacuation, Evacuation – Confined Space, Fire Fighting & Spillage or Overflow). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Fire Training Demonstration was conducted on 03.10.2020 for all workers.</p> <p>Workers trained in first aid were present in the mill at specific locations. Interview with the first aid box holders indicated that they were aware and trained on the usage of the first aid items. Inspection of the first aid box indicated all items were available as per the list and regular monitoring were done by the management to ensure the supplies were frequently replenished.</p> <p>There were 1 accident case and 6 hearing impairments reported for the year 2019 in the mill. The JKPP 8 form was sighted to have been submitted to JKPP accordingly. There were 1 accident case reported for the year 2020.</p> <p><u>Lepar Hilir 08 Estate</u></p>	<p>Complied</p>

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		<p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Accident and ERP Training was conducted on 25th June 2020.</p> <p>Workers trained in first aid were present in the estate operations. Interview with the first aid box holders indicated that they were aware and trained on the usage of the first aid items. Inspection of the first aid box indicated all items were available as per the list and regular monitoring were done by the management to ensure the supplies were frequently replenished. The latest first aid training was conducted on 27.01.2020.</p> <p>There were no accidents reported for the year 2019. The JKPP 8 form was submitted to JKPP on 22.01.2020 reporting zero accident cases for the year 2019. As of to date there were no accident cases for the year 2020.</p> <p><u>Lepar Hilir 06 Estate</u></p> <p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Emergency Fire Drill was conducted on 08.07.2020</p>	
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		<p>There were 3 accidents reported for the year 2020 involving a field staff and harvesting worker. The JKKP 6 form were submitted to JKKP accordingly with the copy available for verification at the estate. Accident Investigation and Meeting was conducted to address the accident incidents in the estate. JKKP 8 form for the year ending was submitted to JKKP on 15.01.2020. There were no accident cases recorded for the year 2019.</p> <p><u>Lepar Hilir 05 Estate</u></p> <p>Accident and emergency procedures were available and sighted at the Estate Office and stores. There is a formation of ERP Team & ERP for all the identified incidences (Fire, Accident, Chemical Spillage & Flood). The ERP Team was appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Emergency Fire Drill was conducted on 23.09.2018.</p> <p>There were 1 accident case reported for the year 2019 involving the nursery work. The JKKP 6 was reported. Sighted the JKKP 8 form submitted to JKKP dated 09.01.2020. There were no accident cases for the year 2020.</p>	
<p>6.7.3</p>	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>All workers were provided with appropriate PPE where the cost is covered by the management. Interviews conducted during the site visit at the estates showed understanding and approval from the workers that:</p> <ul style="list-style-type: none"> • The management bares the cost of all PPEs and the workers are entitled to valid PPE. 	<p>Complied</p>

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	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> The importance of using appropriate PPE at all times during work. Proper storage and disposal methods of PPE. <p>The importance of using the sanitation area to wash the PPE and themselves prior to returning home.</p>																																			
<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers were provided with medical care in the estate. If the workers are to be referred to the hospital, they are provided medical care where the cost is bared by the management. Workers are all covered by SOCSO. Monthly SOCSO contribution was verified with the latest details as below;</p> <table border="1" data-bbox="1041 797 1833 1331"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount (RM)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Lepar Hilir 08 Estate</td> <td>Jul 20</td> <td>284</td> <td>5,946.30</td> </tr> <tr> <td>Aug 20</td> <td>284</td> <td>6,523.00</td> </tr> <tr> <td>Sept 20</td> <td>281</td> <td>6,152.60</td> </tr> <tr> <td rowspan="3">Lepar Hilir 06 Estate</td> <td>Jul 20</td> <td>242</td> <td>5,472.60</td> </tr> <tr> <td>Aug 20</td> <td>241</td> <td>5,788.30</td> </tr> <tr> <td>Sept 20</td> <td>238</td> <td>5,410.80</td> </tr> <tr> <td rowspan="3">Lepar Hilir 05 Estate</td> <td>Jul 20</td> <td>251</td> <td>5,731.00F</td> </tr> <tr> <td>Aug 20</td> <td>251</td> <td>5,970.00</td> </tr> <tr> <td>Sept 20</td> <td>249</td> <td>5,734.20</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount (RM)	Lepar Hilir 08 Estate	Jul 20	284	5,946.30	Aug 20	284	6,523.00	Sept 20	281	6,152.60	Lepar Hilir 06 Estate	Jul 20	242	5,472.60	Aug 20	241	5,788.30	Sept 20	238	5,410.80	Lepar Hilir 05 Estate	Jul 20	251	5,731.00F	Aug 20	251	5,970.00	Sept 20	249	5,734.20	<p>Complied</p>
Operating Unit	Month	Total Workers	Amount (RM)																																		
Lepar Hilir 08 Estate	Jul 20	284	5,946.30																																		
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	Sept 20	249	5,734.20																																		

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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained and based on JKKP 6, 7 & 8. Sample of accident statistic as shown below: <table border="1" data-bbox="1041 516 1829 898"> <thead> <tr> <th>Operating Unit</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Lepar Hilir POM</td> <td>0 Days (2 Cases)</td> <td>Nil</td> </tr> <tr> <td>Lepar Hilir 08 Estate</td> <td>Nil</td> <td>Nil</td> </tr> <tr> <td>Lepar Hilir 05 Estate</td> <td>40 Days (1 Case)</td> <td>Nil</td> </tr> <tr> <td>Lepar Hilir 06 Estate</td> <td>Nil</td> <td>0 days (3 Cases)</td> </tr> </tbody> </table>	Operating Unit	2019	2020	Lepar Hilir POM	0 Days (2 Cases)	Nil	Lepar Hilir 08 Estate	Nil	Nil	Lepar Hilir 05 Estate	40 Days (1 Case)	Nil	Lepar Hilir 06 Estate	Nil	0 days (3 Cases)	Complied
Operating Unit	2019	2020																
Lepar Hilir POM	0 Days (2 Cases)	Nil																
Lepar Hilir 08 Estate	Nil	Nil																
Lepar Hilir 05 Estate	40 Days (1 Case)	Nil																
Lepar Hilir 06 Estate	Nil	0 days (3 Cases)																

Principle 7: Protect, conserve and enhance ecosystems and the environment

Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	IPM plans are available and implemented in the estates visited. The IPM Management Plan was verified which included: <ol style="list-style-type: none"> To control the pest damage at below 5%. To plan and implement IPM methods to control pest. Prioritise biological control to reduce the use of chemicals. Conduct census to identify targeted areas to increase effectiveness. Provide correct and accurate training in managing pest in the estate.	Complied
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7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	The estates conducted assessment on list of species invasiveness used for biological control. No invasive species listed in the CABI.org introduced in the estate. Flora species were used for IPM such as Tunera subulata, Cassia cobanensis, Antigonan leptopus and Euphorbia heterophylla. Fauna species were used for IPM were Tyto alba.	Complied										
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	No evidence and records of fire usage for pest control at all three estates visited.	Complied										
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.													
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.	Complied										
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Records of pesticides used and a.i per Ha is monitored on a monthly basis in the 5 Years Pesticide Records for the year ending 2019. The records were available for verification as below: <table border="1" data-bbox="1045 1136 1829 1323"> <thead> <tr> <th>Operating Unit</th> <th>Active Ingredient</th> <th>Quantity a.i/ha</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Lepar Hilir 08 Estate</td> <td>Metsulfuron-methyl</td> <td>3.870</td> </tr> <tr> <td>Triclopyr-butotyl</td> <td>0.0184</td> </tr> <tr> <td>MSMS + diuron</td> <td>0.313</td> </tr> </tbody> </table>	Operating Unit	Active Ingredient	Quantity a.i/ha	Lepar Hilir 08 Estate	Metsulfuron-methyl	3.870	Triclopyr-butotyl	0.0184	MSMS + diuron	0.313	Complied
Operating Unit	Active Ingredient	Quantity a.i/ha											
Lepar Hilir 08 Estate	Metsulfuron-methyl	3.870											
	Triclopyr-butotyl	0.0184											
	MSMS + diuron	0.313											

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			Glyphosate-isopropylammonium	2.268	
			Triclopyr-aminopyralid potassium	0.031	
			Glyphosate-potassium	0.393	
		Lepar Hilir 06 Estate	Metsulfuron methyl	0.04	
			Glyphosate isopropylamine	1.67	
			Triclopyr butoxy ethyl ester	1.84	
		Lepar Hilir 05 Estate	Metsulfuron methyl	0.0002	
			intaziflam	0.590	
			Msms + diuron	0.1505	
			cypermethrin	0.0307	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented an Integrated Pest Management Plan and a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>Sighted during the site visit at the estate, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas.</p>			Complied

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		Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no prophylactic use of pesticides in all estates visited.	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -	Sighted in the Chemical Registers showed that only class II, III & IV pesticides were used at the estates. During the site visit to the chemical stores it was justified that there were only class II, III and IV chemicals being used. Paraquat was eliminated. In its place, alternatives such as Glyphosate was used instead.	Complied
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out. - Critical (Major) compliance -	Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with workers in the estates. Sampled the training conducted for pesticide handlers as below: -	Complied

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		<p>Lepar Hilir 08 Estate</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>PPE Training</td> <td>18.08.2020</td> </tr> <tr> <td>Rat Baiting Training</td> <td>20.08.2020</td> </tr> <tr> <td>Chemical Handling Training</td> <td>30.06.2020</td> </tr> </tbody> </table> <p>Lepar Hilir 06 Estate</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Handling Training</td> <td>14.09.2020</td> </tr> <tr> <td>Spraying & PPE Training</td> <td>01.07.2020</td> </tr> </tbody> </table> <p>Lepar Hilir 05 Estate</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Spraying SOP & PPE Training</td> <td>06.05.2020</td> </tr> </tbody> </table>	Training	Date	PPE Training	18.08.2020	Rat Baiting Training	20.08.2020	Chemical Handling Training	30.06.2020	Training	Date	Chemical Handling Training	14.09.2020	Spraying & PPE Training	01.07.2020	Training	Date	Spraying SOP & PPE Training	06.05.2020	
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7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical</p>	Complied																		

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		<p>Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	
<p>7.2.8</p>	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -</p>	<p>Pesticide containers were found to be recycled and used as premix containers for field spraying operations. The access containers were all triple rinsed and punctured and stored at the designated store before they are disposed to the licensed recycle waste collector.</p> <p>Sighted the latest consignment note for disposal of triple rinsed and punctured chemical drums as below: -</p> <p><u>Lepar Hilir 08 Estate</u></p> <p>The estates collect the unused chemical container in the empty chemical container store. The containers are triple rinsed and punctured prior to be being stored in the store. The containers are then sent to Bukit Sagu 04 which serves as a collection centre for all waste which is then disposed to Greenverse Sdn Bhd. Sighted the records of delivery for 40kgs of Empty Chemical Containers to Bukit Sagu 04 dated 21.10.2020.</p> <p><u>Leper Hilir 06 Estate</u></p> <p>The estates accumulate the unused chemical container in the empty chemical container store. The containers are triple rinsed and punctured prior to be being stored in the store. The containers are then sold to Zuki Soft Ice Cream which collected triple rinsed chemical containers. Sighted the records of disposal for 494 containers of Empty Chemical Containers to Zuki Soft Ice Cream dated 29.07.2020.</p>	<p>Complied</p>

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		<p><u>Leper Hilir 05 Estate</u></p> <p>The estates accumulate the unused chemical container in the empty chemical container store. The containers are triple rinsed and punctured prior to be being stored in the store. The containers are then sold to Zuki Soft Ice Cream which collected triple rinsed chemical containers. Sighted the records of disposal for 266 kg of Empty Chemical Containers to Zuki Soft Ice Cream dated 19.08.2020.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>No aerial spraying for pesticide were done in Lepar Hilir 08, Lepar Hilir 05 and Lepar Hilir 06 Estates.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p><u>Lepar Hilir 08 Estate</u></p> <p>Medical Surveillance was conducted on 15th October 2019 on workers at Ladang FGV Lepar Hilir 08 based on CHRA report in 2019. Total 24 workers were examined, and full details history and assessments were conducted. Specific blood cholinesterase test was taken to detect the organophosphate use among the workers. The Medical Surveillance was conducted to ensure that the health and safety of the workers were optimized, and workplace safety are in accordance to DOSH Regulations. From the results, none were tested with high level of serum cholinesterase. All 24 workers results were normal.</p> <p><u>Lepar Hilir 06 Estate</u></p>	Complied

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		<p>Medical Surveillance was conducted on 15th November 2019 on workers at Ladang FGV Lepar Hilir 06 based on the CHRA report. Total 40 workers were examined, and full details history and assessments were conducted. Specific blood cholinesterase test was taken to detect the organophosphate use among the workers. The Medical Surveillance was conducted to ensure that the health and safety of the workers were optimized, and workplace safety are in accordance to DOSH Regulations. From the results, none were tested with high level of serum cholinesterase. All 40 workers results were normal.</p> <p><u>Lepar Hilir 05 Estate</u></p> <p>Medical Surveillance was conducted on 11 September 2020 on workers at Ladang FGV Lepar Hilir 05 based on the CHRA report recommendation. Total 30 workers were examined, and full details history and assessments were conducted. Specific blood cholinesterase test was taken to detect the organophosphate use among the workers. The Medical Surveillance was conducted to ensure that the health and safety of the workers were optimized, and workplace safety are in accordance to DOSH Regulations. From the results, none were tested with high level of serum cholinesterase. All 30 workers results were normal and declared healthy and fit to work as stated in the report.</p>	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast-feeding woman had been offered work as pesticide operator.</p>	Complied
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			

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<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The mill has identified all waste products and source of pollutions and documented in Identification of Source and Type of Waste. The waste identified as follows:</p> <ul style="list-style-type: none"> i. Scheduled Waste <ul style="list-style-type: none"> - Mill Operation – Used PPE, Used lubricant and hydraulic oil - Office and housing – Lamp, Electronic device ii. Non-schedule waste <ul style="list-style-type: none"> - mill operation – used tyre, scrap iron - office and housing – Paper, Plastic, domestic waste iii. mill byproduct <ul style="list-style-type: none"> - EFB, POME, Shell, Mesocarp fiber <p>The mill and estates visited has established waste management plan base on the identification and source of pollutions and documented in in Identification of Source and Type of Waste. Sighted the implementation of the waste management plan:</p> <p>All machinery/tractors maintenance services in the estates visited were done by appointed contractors, Sime Darby Industrial (SDI). Waste generated from maintenance activities such as used oil, used hydraulic, used battery and oil filter were collected and transport out by SDI based on DOE’s written approval, ref:AS(BB) 91/110/619/161 Jilid 14(69) dated 6th September 2011.</p> <p>SW 409 (used PPE and Empty Pesticide Container. were disposed by Central Collection Store in Bukit Sagu 4 Estate. Latest disposal was conducted on 21/10/2020. Refer 'Borang Permohonan Penghantaran BBT no. FGVPM/L4/F(PAS-08)/1.1.</p>	<p>Complied</p>
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<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The mill maintained SOP for handling scheduled wastes has been established entitled Waste Management. Ref doc no. FPI/L2/QOSHE-9.0 rev. 2 dated 3/11/2017 in order to comply with the Environmental Quality Regulations (Scheduled Waste) 2005.</p> <p>The mill have a proper Scheduled Waste Store for storing scheduled waste until time of disposal by DOE authorized waste disposal contractor.</p> <p>- The mill monitored the generation of scheduled waste on monthly basis. The generation of scheduled waste recorded and submitted to DOE through E-SWISS. Sighted and verified the monitoring records for the month of December 2019. Sighted the sampled scheduled waste disposal records:</p> <p>i. 23/9/2019 for SW 305; C/N no: 100148-R02-0004</p> <p>Noted during document review, latest disposal for Scheduled Waste was done on 23/9/2019. Review on the scheduled waste inventory records shows no disposal has been made since last disposal. The mill has submitted the application to DOE for extension of storage time on 29/4/2020. However, the application was not approved by the DOE. The mill has stored all the Scheduled Waste for more than 180 days since the last disposal without any approval from DOE. All machinery/tractors maintenance services in the estates were done by appointed contractors, Sime Darby Industrial (SDI). Waste generated from maintenance activities such as used oil, used hydraulic, used battery and oil filter were collected and transport out by SDI based on DOE's written approval, ref:AS(BB) 91/110/619/161 Jilid 14(69) dated 6th September 2011.</p>	<p>Complied</p>
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		- Latest disposal for SW 410 for Lepar Hilir 5 and Lepar Hilir 6 was conducted on 17/7/2020 as per consignment note no. 68093	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	No evidence of open fire were used for waste disposal at estates visited. Domestic waste were disposed at designated landfill as sighted at field PM 99E in Lepar Hilir 6 and PR 18M in Lepar Hilir 5. The landfill located far from the natural waterways and housing area. Only domestic waste were disposed in the landfill.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Management of soil fertility is guided by FGV’s “Manual Ladang Sawit Lestari” (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques. Recommendation of type of fertilizers and dosage is given by the Agronomic unit through analysis of foliar and soil sampling. The evidence of implementation was seen through fertilizer application and interview with the management.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Tissue and Soil Sampling is conducted periodically by FGV Agronomic Advisory Department, FGV Agri Services. The Agronomist reports were available at each estate which included Moisture Conservation Practices, GAP Aspects, Soil Series Agro Management, Soil Nutrient Status and Fertilizer Recommendation. Verified the Agronomic Report for all estates as below; 1. Lepar Hilir 08 Estate – Agronomist Visit Date: 19.09.2019 2. Lepar Hilir 06 Estate – Agronomist Visit Date: 04.03.2019 3. Lepar Hilir 05 Estate – Agronomist Visit Date: 05.03.2019	Complied

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<p>7.4.3</p>	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Estates have implemented nutrient recycling strategy to restore nutrients to the land. Among the strategies sighted as below:</p> <p><u>Lepar Hilir 08 Estate</u></p> <ol style="list-style-type: none"> 1. EFB have been obtained from Lepar Hilir POM and distributed to the fields at Lepar Hilir 08 Estate as mulch. Sighted the latest records of EFB application for the month of May 2020 at field PM15U applied with 294.57mt of EFB. 2. During the field visit it was sighted that the fronds that have been pruned were stacked in between the palms to be used as mulch. <p><u>Lepar Hilir 06 Estate</u></p> <ol style="list-style-type: none"> 1. EFB have been obtained from Lepar Hilir POM and distributed to the fields at Lepar Hilir 06 Estate as mulch. Sighted the latest records of EFB application for the month of July 2020 at field PM 13H applied with 15.20mt of EFB. 2. During the field visit it was sighted that the fronds that have been pruned were stacked in between the palms to be used as mulch. <p><u>Lepar Hilir 05 Estate</u></p> <ol style="list-style-type: none"> 1. EFB have been obtained from Lepar Hilir POM and distributed to the fields at Lepar Hilir 05 Estate as mulch. Sighted the latest records of EFB application for the month of June 2020 at field PM 12H applied with 618.1mt of EFB. 2. During the field visit it was sighted that the fronds that have been pruned were stacked in between the palms to be used as mulch. 	<p>Complied</p>
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<p>7.4.4</p>	<p>Records of fertiliser inputs are maintained. - Minor compliance -</p>	<p>Fertilizers are applied as per agronomist recommendation. Record shows application date, filed number, dosage applied per palm, type of fertilizer and number of applicators.</p> <p>Lepar Hilir 08 Agronomist report by FGV Agri Services dated 19 September 2019, fertilizer recommendation 2020 was done by agronomist. The record as per application below in:</p> <ol style="list-style-type: none"> 1. Field PM14S - Block 19; 67.78 Ha; Fertilizer: GML (13.83mt); Recommended Month: October 2020; Application: 01.10.2020. 2. Field PM16W - Block 23; 19.40 Ha: Fertilizer: NPK 9.5:6:21 (19.40mt); Recommended Month: August 2020; Application: 15.09.2020. <p>Lepar Hilir 06 Agronomist report by FGV Agri Services dated 14 March 2019, fertilizer recommendation 2020 was done by agronomist. The record as per application below in:</p> <ol style="list-style-type: none"> 1. Field PM99E; 260.17 Ha; Fertilizer: NPK Mix 9.5/6/21 (81.95 mt); Application: 01.06.2020 – 09.06.2020. Status: Completed. 2. Field PM01F; 86.25 Ha; Fertilizer: NPK 24 (19.02 mt); Application: 09.02.2020 – 11.06.2020. Status: Completed. <p>Lepar Hilir 08 Agronomist report by FGV Agri Services dated 05 September 2019, fertilizer recommendation 2020 was done by agronomist. The record as per application below in:</p> <ol style="list-style-type: none"> 1. Field PM12H; 358.75 Ha; Fertilizer: GML (73.2 mt); Application: 05.02.2020 till 19.03.2020. 2. Field PR19M; 112 Ha: Fertilizer: NPK MG Gran 9/9/12/4 (74.90 mt); Application: 26.12.2019 till 12.01.2020. 	<p>Complied</p>
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Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>In Lepar Hilir 08 Estate, Lepar Hilir 05 Estate and Lepar Hilir 06 Estate, Soil map was available to identify soil series, soil structure, soil depth and soil image (Suitable, Marginal or Unsuitable).</p>	Complied
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Contour Maps were available in Lepar Hilir 08 Estate, Lepar Hilir 05 Estate and Lepar Hilir 06. Based on the contour maps available it was justified that there are no replanting done on areas with gradients above 25 degrees within the vicinity of the estates.</p>	Complied
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>Not Applicable. There is no new planting of oil palm in Lepar Hilir 08 Estate, Lepar Hilir 05 Estate and Lepar Hilir 06.</p>	Not Applicable
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Soil maps were made available for the estates. Example, based on the soil map at Lepar Hilir 08 Estate, Marginal Soil such as Rasau Series (260.48 Ha), Tavy Series (33.45 Ha), Jempol Shallow Series (28.19 Ha) and Hollyrood Series (400.61 Ha) were available in the estate. Lepar Hilir 06, based on the soil map at Lepar Hilir 06 Estate Map has soil series such as Beserah Series, Kemuning Series and Tok Yong Series. Lepar Hilir 05, based on the soil map provided at the estate has soil series such as Prang Lateritic, Colluvium, Bungor Shallow and chempaka to name a few.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	<p>Soil maps were made available for the estates. Example, based on the soil map at Lepar Hilir 08 Estate, Marginal Soil such as Rasau Series (260.48 Ha), Tavy Series (33.45 Ha), Jempol Shallow Series (28.19 Ha) and Hollyrood Series (400.61 Ha).</p>	Complied

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		The agronomist has detailed out in the agronomic reports on the Agro-management of selected soils. Verified the Agronomist Report dated 19 September 2019 by FGV Agronomic Advisory, FGV Agri Services for Lepar Hilir 08, the soil series Renggam, Durian and Hollyroad were provided with agro-management recommendations.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil Survey was conducted by FGV Agronomic Advisory, FGV Agri Services for Lepar Hilir 08 on 19 th September 2019 with the report available for verification. The agronomist has provided recommendations to plan and implement drainage and irrigations systems, roads and other infrastructures.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	No peat soil identified at all estates visited in the estate visited. Verified there is no new planting activity in the estate visited. Hence, the criteria are not applicable.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	No peat soil identified at all estates visited in the estate visited. Verified there is no new planting activity in the estate visited. Hence, the criteria are not applicable.	Not Applicable
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	No peat soil identified at all estates visited in the estate visited. Verified there is no new planting activity in the estate visited. Hence, the criteria are not applicable.	Not Applicable

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

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- Critical (Major) compliance -																																											
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.																																											
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The Water Management Plan for the mill has been established. It was last reviewed on 2/1/2020 for the 2020 plan. The mill capitalize the source of water from Sungai Lepar being the nearest to the complex for the processing usage. The domestic water for the residents are from the supply from State Government JBAP.</p> <p>1. The consumption of water for 2019 is recorded and shown below;</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water usage</th> <th>FFB Process</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>1881</td> <td>8000</td> <td>1.41</td> </tr> <tr> <td>Feb</td> <td>2431</td> <td>12120</td> <td>1.20</td> </tr> <tr> <td>March</td> <td>3196</td> <td>17620</td> <td>1.09</td> </tr> <tr> <td>April</td> <td>113827</td> <td>59560</td> <td>1.08</td> </tr> <tr> <td>May</td> <td>150897</td> <td>79960</td> <td>1.09</td> </tr> <tr> <td>June</td> <td>177707</td> <td>94470</td> <td>1.11</td> </tr> <tr> <td>July</td> <td>678580</td> <td>24320</td> <td>1.03</td> </tr> <tr> <td>August</td> <td>264487</td> <td>143420</td> <td>1.10</td> </tr> <tr> <td>September</td> <td>307207</td> <td>167880</td> <td>1.05</td> </tr> </tbody> </table> <p>2. The mill monitors the water quality at the nearby Sg Lepar taken at 2 sampling points upstream and downstream on a monthly basis by FGV Palm Industries Sdn Bhd. The results (sample taken</p>	Month	Water usage	FFB Process	Ratio	Jan	1881	8000	1.41	Feb	2431	12120	1.20	March	3196	17620	1.09	April	113827	59560	1.08	May	150897	79960	1.09	June	177707	94470	1.11	July	678580	24320	1.03	August	264487	143420	1.10	September	307207	167880	1.05	Non-compliance
Month	Water usage	FFB Process	Ratio																																								
Jan	1881	8000	1.41																																								
Feb	2431	12120	1.20																																								
March	3196	17620	1.09																																								
April	113827	59560	1.08																																								
May	150897	79960	1.09																																								
June	177707	94470	1.11																																								
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		<p>dated 21/9/2020) (6)4045/LH/810/Makmal as sighted are concluding no adverse impact has taken place as results of mill activities.</p> <p>FGVPM has conducted identification of Natural Water Resource/River flow through the estates. The objective of the assessment was to ensure the requirement to conduct river water sampling to the estate involved. Refer report on Identification of River Sampled and Estates Involved dated 27/9/2019. As stated in the report, for Lepar Hilir Complex, the estates were not required to conduct the river water sampling as the Sg. Lepar Hilir were not flow through the estate.</p> <p>The estate has established Water Management FY 2020. Latest reviewed was conducted on 10/3/2020. The plan focusing on flood area in the estate, water shortage during dry season and shortage of water supply. Sighted the management plan as follows:</p> <table border="1" data-bbox="1039 873 1810 1364"> <thead> <tr> <th>Sumber Air</th> <th>Impak Kepada Kawasan Tadahan Air / Stakeholder</th> <th>Punca Masalah</th> <th>Pelan Tindakan</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Parit Ladang</td> <td rowspan="2">Banjir Kilat</td> <td>Hujan Lebat</td> <td rowspan="2">Mencuci Parit Pertanian</td> </tr> <tr> <td>Sistem Perparitan tersumbat</td> </tr> <tr> <td>Parit ladang Kering</td> <td>Kemarau</td> <td>Paras air untuk kesuburan</td> <td>Memantau Paras AIR</td> </tr> </tbody> </table>	Sumber Air	Impak Kepada Kawasan Tadahan Air / Stakeholder	Punca Masalah	Pelan Tindakan	Parit Ladang	Banjir Kilat	Hujan Lebat	Mencuci Parit Pertanian	Sistem Perparitan tersumbat	Parit ladang Kering	Kemarau	Paras air untuk kesuburan	Memantau Paras AIR	
Sumber Air	Impak Kepada Kawasan Tadahan Air / Stakeholder	Punca Masalah	Pelan Tindakan													
Parit Ladang	Banjir Kilat	Hujan Lebat	Mencuci Parit Pertanian													
		Sistem Perparitan tersumbat														
Parit ladang Kering	Kemarau	Paras air untuk kesuburan	Memantau Paras AIR													

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		<table border="1" data-bbox="1041 368 1810 487"> <tr> <td data-bbox="1041 368 1234 487"></td> <td data-bbox="1234 368 1425 487"></td> <td data-bbox="1425 368 1617 487">pokok terjejas</td> <td data-bbox="1617 368 1810 487"></td> </tr> </table> <p data-bbox="1041 535 1831 662">Noted during the interview with workers in all OU's sampled, access to clean water is adequately provided to workers for household consumption. Water supply is by government @ Pengurusan Air Pahang (PAIP) at all sampled estates.</p> <p data-bbox="1041 673 1831 833">At Lepar Hilir 08 Estate, during the site visit at the workers' hostel (Asrama Kubur and Asrama 17X) it was found that several taps at the bathrooms were left opened and unattended. This had caused the loss of water through overflow from the tubs to the drains. Hence, Minor NC has been raised.</p>			pokok terjejas						
		pokok terjejas									
7.8.2	<p data-bbox="161 849 1020 1073">(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p data-bbox="161 1081 516 1114">- Critical (Major) compliance -</p>	<p data-bbox="1041 857 1831 1081">Protection of water course is guided by its established procedure, River Riparian Buffer zone Management. Refer document no. FGVP/ML2/PAS-03, rev. 1.0, dated 23/10/2020. Based on the procedure, river buffer zone must be demarcated with blue and white colour pole. The width of buffer zones to be established are as per Guideline on River Reserve from Drainage and Irrigation, Department Peninsular Malaysia as follows:</p> <table border="1" data-bbox="1041 1094 1818 1356"> <thead> <tr> <th data-bbox="1041 1094 1486 1161">River width (m)</th> <th data-bbox="1486 1094 1818 1161">Buffer zones (m)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1041 1161 1486 1227">> 40</td> <td data-bbox="1486 1161 1818 1227">50</td> </tr> <tr> <td data-bbox="1041 1227 1486 1294">20 – 40</td> <td data-bbox="1486 1227 1818 1294">40</td> </tr> <tr> <td data-bbox="1041 1294 1486 1356">10 – 20</td> <td data-bbox="1486 1294 1818 1356">20</td> </tr> </tbody> </table>	River width (m)	Buffer zones (m)	> 40	50	20 – 40	40	10 – 20	20	Complied
River width (m)	Buffer zones (m)										
> 40	50										
20 – 40	40										
10 – 20	20										

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		<table border="1"> <tr> <td>5 – 10</td> <td>10</td> </tr> <tr> <td>< 5</td> <td>5</td> </tr> </table>	5 – 10	10	< 5	5		
5 – 10	10							
< 5	5							
<p>Both estates visited has established river riparian buffer zone for river flow through the estate. The buffer zone was clearly demarcated. Sighted the buffer zone as follows:</p> <p>Lepar Hilir 8 The estate has established the river buffer zone as sighted at PM13Q for Sungai Lepar. The river buffer zone were clearly demarcated and signboard on prohibition of chemical application were erected at the area. Sighted there was no evidence of chemical application at the buffer zone area.</p> <p>Lepar Hilir 6 Sighted the river buffer zone established in the estate in PR19M for Sungai Sema. The vegetation at the area were well maintained and no chemical application sighted in the area. The area were demarcated with blue and white pole. The estate conducted river water sampling on annually basis. Sighted latest water sampling result certificate no. 249/2020W. The result shows the river water was conform to NWQS Class I.</p> <p>Lepar Hilir 5 Sighted the river buffer zone established in the estate in PR16K block 20 for Sungai Sema. The vegetation at the area were well maintained and no chemical application sighted in the area. The area were demarcated with blue and white pole.</p>								

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		<p>The estate conducted river water sampling on annually basis for Sg. Sema and Sg. Lepar. Sighted latest water sampling result certificate no. 304/2020W. The results for both river shows the river water was conform to NWQS Class II. Refer report dated 12/10/2020.</p>																			
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly. Sighted the Quarterly Return Form to DOE FY 2020 as follows: 3rd quarter:</p> <table border="1" data-bbox="1171 716 1703 1175"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Jul</td> <td>BOD</td> <td>60.00</td> </tr> <tr> <td>pH</td> <td>8.16</td> </tr> <tr> <td rowspan="2">Aug</td> <td>BOD</td> <td>43.00</td> </tr> <tr> <td>pH</td> <td>8.10</td> </tr> <tr> <td rowspan="2">Sep</td> <td>BOD</td> <td>96.00</td> </tr> <tr> <td>pH</td> <td>8.32</td> </tr> </tbody> </table>	Month	Parameter	Results	Jul	BOD	60.00	pH	8.16	Aug	BOD	43.00	pH	8.10	Sep	BOD	96.00	pH	8.32	<p>Complied</p>
Month	Parameter	Results																			
Jul	BOD	60.00																			
	pH	8.16																			
Aug	BOD	43.00																			
	pH	8.10																			
Sep	BOD	96.00																			
	pH	8.32																			
<p>7.8.4</p>	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill monitor the water consumption/FFB on monthly basis. sighted the records FY 2019 and todate 2020 as follows:</p> <table border="1" data-bbox="1045 1273 1528 1334"> <thead> <tr> <th>Month</th> <th>L/FFB 2019</th> <th>L/FFB 2020</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Month	L/FFB 2019	L/FFB 2020				<p>Complied</p>												
Month	L/FFB 2019	L/FFB 2020																			

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		Jan	1.12	1.41		
		Feb	1.17	1.20		
		Mar	1.12	1.09		
		Apr	1.03	1.08		
		May	1.03	1.09		
		Jun	1.12	1.11		
		Jul	1.01	1.03		
		Aug	1.06	1.10		
		Sep	1.09	1.05		
		Oct	1.11			
		Nov	1.12			
		Dec	1.28			
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised						
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	Plan to reduce the usage of the non-renewable energy has been established by using renewable energy such as shell and kernel as fuel for boiler to reduce the usage of diesel.				Complied

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		<p>The mill monitored the consumption of diesel usage on monthly basis. Sighted the consumption FY 2019 and todote FY 2020 as follows:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>L/FFB 2019</th> <th>L/FFB 2020</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>0.31</td> <td>0.46</td> </tr> <tr> <td>Feb</td> <td>0.36</td> <td>0.81</td> </tr> <tr> <td>Mar</td> <td>0.33</td> <td>0.51</td> </tr> <tr> <td>Apr</td> <td>0.31</td> <td>0.77</td> </tr> <tr> <td>May</td> <td>0.34</td> <td>0.98</td> </tr> <tr> <td>Jun</td> <td>0.39</td> <td>0.84</td> </tr> <tr> <td>Jul</td> <td>0.35</td> <td>0.81</td> </tr> <tr> <td>Aug</td> <td>0.34</td> <td>1.03</td> </tr> <tr> <td>Sep</td> <td>0.35</td> <td>0.72</td> </tr> <tr> <td>Oct</td> <td>0.32</td> <td></td> </tr> <tr> <td>Nov</td> <td>0.38</td> <td></td> </tr> <tr> <td>Dec</td> <td>0.33</td> <td></td> </tr> </tbody> </table>	Month	L/FFB 2019	L/FFB 2020	Jan	0.31	0.46	Feb	0.36	0.81	Mar	0.33	0.51	Apr	0.31	0.77	May	0.34	0.98	Jun	0.39	0.84	Jul	0.35	0.81	Aug	0.34	1.03	Sep	0.35	0.72	Oct	0.32		Nov	0.38		Dec	0.33		
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		<p>Renewable energy used is from biofuel, shell and EFB/fibre for boiler start-up at ratio of 14.82 fibre: 7.82 shell.</p> <p>The estates visited monitored the consumption of diesel usage on monthly basis. Sighted the consumption FY 2019 as follows:</p> <table border="1" data-bbox="1041 548 1766 683"> <thead> <tr> <th>Month</th> <th>Lepar Hilir 8</th> <th>Lepar Hilir 6</th> <th>Lepar Hilir 5</th> </tr> </thead> <tbody> <tr> <td>Liter</td> <td>59,845</td> <td>78,941</td> <td>54,802</td> </tr> </tbody> </table>	Month	Lepar Hilir 8	Lepar Hilir 6	Lepar Hilir 5	Liter	59,845	78,941	54,802	
Month	Lepar Hilir 8	Lepar Hilir 6	Lepar Hilir 5								
Liter	59,845	78,941	54,802								
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>											
<p>7.10.1</p>	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. POME, diesel/fuel and fertilizer. Their usage have been recorded and documented at each of the operating units. The plan to reduce or minimise the GHG emission has been established and implemented.</p> <p>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions, water quality at discharge points as per DID regulations and SW disposal were adhering to DOE requirements. Water samples were regularly taken every month and tested by mill environment officer in charge and analysed to ensure compliance to DOE requirements at final discharge points.</p> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4.0 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.</p>	<p>Complied</p>								

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7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	No new development area in all the estates visited.	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other significant pollutant identified is the smoke emission from boiler operation. The mill currently is using multi-stage dust cyclone to minimise the pollutant. Monitoring of quality is done through regular stack sampling. Verification of the stack sampling reports shows that the mill complied with the regulated limit. Sighted the implementation of the management plan as follows:</p> <p>i. the mill monitor the Observed the stack emission monitoring as per DOE requirement:</p> <p>a. Report date: 23/6/2020</p> <p>Report no.: STK/LEPAR/20/001</p> <p>- Result: Stack 1 – 142.33 mg/m3</p>	Complied
<p>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</p>			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM has established Prohibition of Open Burning policy during replanting and documented in Group Sustainability Policy dated 24/8/2017. Ref doc no. FGV/SED/POL/001.</p> <p>The previous crop were felled or mowed down, chipped and shredded and windrowed as per 'Manual Ladang Sawit Lestari'. Ref doc. No MLSL (Ed.2) – Sec.2 (6.0) dated 1/6/2012.</p>	Complied

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7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	Apart from having zero burning policy at corporate level, contractors who are engaged to carry out preparation of land for replanting are also required not to use fire throughout the task through enforceable contract agreement.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Adjacent stakeholders were approached through stakeholder consultation meeting and given information about zero burning policy.	Complied
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	FGVPM has conducted High Conservation Value (HCV) Assessment on 1/2/2017 to 20/5/2017 and documented in High Conservation Value (HCV) Assessment report dated 25/4/2017. In the report has identified the area proposed for New Planting Project in PR19M. Sighted during site visit, the area was left out and no new development was done.	Complied
7.12.2	(C) HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations. PROCEDURAL NOTE:	The estates visited has conducted assessment on HCV and Biodiversity and documented in 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti'. As per report, no HCV were identified during the assessment. Lepar Hilir 8 The estate has conducted assessment on HCV and Biodiversity and documented in 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti' dated 15/9/2016. As per report, no HCV were identified during the assessment. The estate has identified riparian buffer zone for Sg. Lepar as conservation area. Management Plan has been	Complied

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	<p>Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>established and documented in 'Pelan Pengurusan Biodiversity Lepar Hilir 8 (2017-2022). Sighted the implementation as follows:</p> <ol style="list-style-type: none"> 1. The estate has established the river buffer zone as sighted at PM13Q for Sungai Lepar. The river buffer zone were clearly demarcated and signboard on prohibition of chemical application were erected at the area. Sighted there was no evidence of chemical application at the buffer zone area. <p>The estate continuously create awareness on Environmental and biodiversity to the workers. sighted training records conducted on 16/4/2020</p> <p>Lepar Hilir 6</p> <p>The estate has conducted assessment on HCV and Biodiversity and documented in 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti' dated 15/9/2016. As per report, no HCV were identified during the assessment. The estate has identified riparian buffer zone for Sg. Lepar as conservation area. Management Plan has been established and documented in 'Pelan Pengurusan Biodiversity Lepar Hilir 8 (2017-2022).</p> <p>Sighted the river buffer zone established in the estate in PR19M for Sungai Sema. The vegetation at the area were well maintained and no chemical application sighted in the area. The area were demarcated with blue and white pole.</p> <p>Lepar Hilir 5</p> <p>The estate has conducted assessment on HCV and Biodiversity and documented in 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti' dated 21/9/2016. The report has been reviewed and updated in January 2020 As per report, no HCV were identified during the assessment. The estate has identified riparian buffer zone for Sg. Sema as conservation area. Management Plan has been</p>	
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		<p>established and documented in 'Pelan Pengurusan Biodiversity Lepar Hilir 5 (2018-2023).</p> <p>Sighted the river buffer zone established in the estate in PR16K block 20 for Sungai Sema. The vegetation at the area were well maintained and no chemical application sighted in the area. The area were demarcated with blue and white pole.</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	N/A	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	No local communities have been identified in HCV areas, HCS forest after 15 November 2018 within Lepar Hilir POM certification unit.	Complied
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	There was no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.	Complied

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7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>No RTE species identified in the estate visited as per HCV and Biodiversity assessment and documented in 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti' for each estate visited.</p> <p>The estates management continue to promote awareness on HCV/RTE to the workers during morning briefing and training. Sighted at several strategic places in the estates visited such as office compound, muster ground, housing area and HCV area, signage on prohibition of capture, harm, collect or kill RTE species are erected.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The estates visited continue to monitor the HCV area identified and promote awareness on HCV/RTE to the workers during morning briefing and training. Refer criteria 3.7.2</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>No land clearing since without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018 within Lepar Hilir POM certification unit. Thus, this indicator is not available</p>	Not Applicable

Appendix B: Approved Time Bound Plan

TBP 2020

No	2017	2018	2019	2020	2021
1	KS SELANCAR 2B	KS CHIKU	KS KALABAKAN	KS KEMAHANG	FGV ASIAN MILLING PLANTATION
2	KS ARING A	KS KERATONG 2	KS HAMPARAN BADAI	KS CHINI 2	FGV YAPID MAS (Golden Land)
3	KS SELENDANG	KS SERTING	KS UMAS	KS JERANGAU BARAT	PT CITRA NIAGA PERKASA (Indonesia)- No Mill
4	KS BUKIT SAGU	KS KERATONG 3	KS SELANCAR 2A	KS TROLAK	PT TEMILIA AGRO ABADI (Indonesia)- No Mill
5	KS KERATONG 09	KS KERTEH	KS BUKIT MENDI	KS SEMENCHU	FGV Estates Without mill (Paloh)
6	KS LEPAR UTARA 06	KS KOTA GELANGGI	KS JENGKA 8	KS PANCHING	
7	KS MAOKIL	KS TENGGAROH	KS JENGKA 18	KS AIR TAWAR	
8	KS KEMASUL	KS SERTING HILIR	KS JENGKA 3	KS LOK HENG	
9	KS KRAU	KS NITAR	KS PADANG PIOL	KS SG TENGI	
10	KS LEPAR HILIR	KS JERANGAU BARU	KS TERSANG	KS PASOH	
11	KS KECHAU B	KS KULAI	KS PONTIAN UNITED	KS KAHANG	
12	KS PALONG TIMUR	KS BELITONG	KS TEMENTI	KS SAMPADI	
13	KS TRIANG	KS BUKIT KEPAYANG		KS MEMPAGA	
14	KS BESOUT	KS PENGGELI		KS KEMBARA SAKTI	
15	KS NERAM	KS JENGKA 21		KS NILAM PERMATA	

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16	KS CHINI 3	KS ADELA		KS MERCU PUSPITA	
17		KS CHALOK		KS LANCANG KEMUDI	
18		KS WAHA		KS EMBARA BUDI	
19				KS BAIDURI AYU	
20				KS TENGGAROH TIMUR	
21					
TOTAL	16	18	12	20	5
	16	34	46	66	71

RSPO	Certified
	External Audit
	Re Certification (Externally Audited)
	Internal Audit
	Preparation for audit

As at 29 February 2020, **33 mills RSPO certified** out of 68 mills.
 *Serting (New-Certification)

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES							
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		FGVPM Selancar 06	2017	MYNI 2014	Certified	STEVEN DEVELOPMENT SDN BHD	2020
		FGVPM Selancar 08	2017	MYNI 2014		BINGAN JAYA SDN BHD	2020
		FGVPM Selancar 09	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020

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1	KS SELANCAR 2B	n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SH TRADING CO SDN BHD	2020
		n/a	n/a	n/a		TAI HUAT AGRICULTURE	2020
		n/a	n/a	n/a		SENDANG JUARA SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM SDN BHD	2020
		n/a	n/a	n/a		BKF BERHAD	2020
2	KS ARING A	FGVPM Aring 02	2017	MYNI 2014	Certified	FELDA Aring 1	2020
		FGVPM Aring 15	2017	MYNI 2014		T & A MACHANG AGRICULTURE SDN BHD	2020
		FGVPM Aring 03	2017	MYNI 2014		TAI ICHI ENTERPRISE	2020
		FGVPM Aring 04	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020
		FGVPM Aring 05	2017	MYNI 2014		SH TRADING CO KLUANG SDN BHD	2020
		FGVPM Aring 06	2017	MYNI 2014		FAUZI LIM PLANTATION SDN BHD	2020
		FGVPM Aring 08	2017	MYNI 2014		LIZIZ PLANTATION SDN BHD	2020
		FGVPM Aring 10	2017	MYNI 2014		EKSTRAPALMA PLANTATION SDN BHD	2020
		FGVPM Aring 11	2017	MYNI 2014		KUKUH CEMERLANG SDN BHD	2020
		n/a	n/a	n/a		PADANG MUTIARA SDN BHD	2020
		n/a	n/a	n/a		SEM WAH DEVELOPMENT ENTERPRISE	2020
		n/a	n/a	n/a		FIRST NATIONWIDE KEL.SDN BHD	2020
		n/a	n/a	n/a		GEMALAI PLANTATION SDN BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020
3	KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified	FELDA/FTP Selendang 1&2	2020
		FGVPM Selendang 4	2018	MYNI 2014		FELDA/FTP Endau	2020
		FGVPM Selendang 5	2018	MYNI 2014		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		FGVPM Berabong 1	2018	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		PER.PELADANG NEGERI JOHOR	2020
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2020
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2020

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		n/a	n/a	n/a		YP PLANTATIONS HOLDING	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2020
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		BKF BERHAD	2020
		n/a	n/a	n/a		PER PELADANG KAWASAN ENDAU	2020
		n/a	n/a	n/a		AGROGUIDE SDN BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020
4	KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014	Certified	FELDA/FTP Bukit Sagu 01	2020
		FGVPM Bukit Sagu 6	2017	MYNI 2014		FELDA/FTP Bukit Sagu 02/03	2020
		FGVPM Bukit Sagu 07	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
		FGVPM Bukit Sagu 08	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2020
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		TAN LEE CHAK	2020
		n/a	n/a	n/a		UTUSAN PADUAN SDN BHD.	2020

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		NAJA PALM OILS SDN BHD	2020
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020
		n/a	n/a	n/a		TOLEH MAJU ENTERPRISE	2020
		n/a	n/a	n/a		KIM MA OIL PALM	2020
		n/a	n/a	n/a		BKF BERHAD	2020
5	KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified	FELDA Keratong 10	2020
		FGVPM Bera Selatan 07	2017	MYNI 2014		FELDA Keratong 08	2020
		FGVPM Merchong	2017	MYNI 2014		FELDA Keratong 09	2020
		FGVPM Keratong Timur	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020
		FASSB Merchong	2017	MYNI 2014		RISDA PLANTATION SDN BHD (TEMERLOH)	2020
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	
		n/a	n/a	n/a	SRI KERDAU COMODITIES SDN BHD	2020	
		n/a	n/a	n/a	EXTRA PALMA PLANTATION S/B	2020	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	
		n/a	n/a	n/a	SISTEM SLURRY S/B	2020	
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	

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		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
6	KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified	FELDA Lepar Utara 03	2020
		FGVPM Lepar Utara 08	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020
		FGVPM Lepar Utara 09	2017	MYNI 2014		KIM MA OIL PALM	2020
		FGVPM Lepar Utara 11	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
		FGVPM Lepar Utara 05					
		FGVPM Lepar Utara 10					
		FGVPM Lepar Utara 14					
7	KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2014	Certified	FELDA/FTP Maakil 01	2020
		FGVPM Moakil 07	2018	MYNI 2014		FELDA/FTP Maakil 02	2020
		n/a	n/a	n/a		FELDA/FTP Chempelak Barat	2020
		n/a	n/a	n/a		FELDA/FTP Tenang	2020
		n/a	n/a	n/a		FELDA/FTP Kemelah	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		LEE SENG OIL PALM S/B	2020
		n/a	n/a	n/a		SH TRADING CO KLUANG S/B	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		SENDANG JUARA S/B	2020
		n/a	n/a	n/a		BINGAN JAYA S/B	2020
		n/a	n/a	n/a		RISDA PLANTATION S/B (BP)	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		LIANG LEE TRADING CO	2020
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM S/B	2020
		n/a	n/a	n/a		SIN HIM KELAPA SAWIT TRADING S/B	2020
n/a	n/a	n/a		SAMANNA SAWIT TRADING	2020		
n/a	n/a	n/a		AA SAWIT S/B	2020		
8	KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2014	Certified	FELDA/FTP Chemomoi	2020
		FGVPM Mengkarak 2	2018	MYNI 2014		FELDA/FTP Kemasul	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		ENG HUAT LATEX	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
n/a	n/a	n/a		PPK PELANGAI	2020		

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		n/a	n/a	n/a		PPK BERA	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020
9	KS KRAU	FVGPM Krau 2	2018	MYNI 2014	Certified	FELDA/FTP Krau 1	2020
		FVGPM Krau 4	2018	MYNI 2014		FELDA/FTP Lembah Klau	2020
		n/a	n/a	n/a		FELDA/FTP Lurah Bilut	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020
		n/a	n/a	n/a		SENG HIGHLAND FRUITS TRADING	2020
10	KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified	FELDA/FTP Lepar Hilir 1/4	2020
		FGVPM Lepar Hilir 06	2017	MYNI 2014		FELDA/FTP Lepar Hilir 2	2020
		FGVPM Lepar Hilir 08	2017	MYNI 2014		FELDA/FTP Lepar Hilir 3	2020
11	KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified	FELDA/FTP Kumai	2020
		FGVPM Triang Selatan 1	2017	MYNI 2014		FELDA/FTP Triang 1	2020
		FGVPM Triang 4	2017	MYNI 2014		FELDA/FTP Triang 3	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KIM MA TRADING	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		K.C GOH ENT S/B	2020
		n/a	n/a	n/a		KIM MA OIL PALM	2020
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020
		n/a	n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERAH BERA BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020
		FGVPM Kechau 06	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020
		FGVPM Kechau 08	2017	MYNI 2014		SENG HIGHLAND FRUITS TRADING	2020
		FGVPM Kechau 09	2017	MYNI 2014		INTELLIGENT MACHINERY ENT	2020

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		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
12	KS KECHAU B	FGVPM Kechau 10	2017	MYNI 2014	Certified	BAKTI MAS BINA S/B	2020
		FGVPM Kechau 02	2017	MYNI 2014		BIN HASSAN ENT	2020
		FGVPM Kechau 03	2017	MYNI 2014			2019
		FGVPM Kechau 07	2017	MYNI 2014			
		FGVPM Kechau 11	2017	MYNI 2014			
		FGVPM Chegar Perah 2	2017	MYNI 2014			
		FGVPM Telang 01	2017	MYNI 2014			
		FASSB Telang	2017	MYNI 2014			

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
13	KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified	FELDA/FTP Palong Timur 01	2020
		FGVPM Palong Timur 06	2018	MYNI 2014		FELDA/FTP Palong Timur 02	2020
		n/a	n/a	n/a		FELDA/FTP Palong Timur 03	2020
		n/a	n/a	n/a		FELDA/FTP Palong 01	2020
		n/a	n/a	n/a		FELDA/FTP Palong 02	2020
		n/a	n/a	n/a		FELDA/FTP Palong 03	2020
		n/a	n/a	n/a		FELDA/FTP Palong 04	2020
		n/a	n/a	n/a		FELDA/FTP Palong 05	2020
		n/a	n/a	n/a		FELDA/FTP Palong 06	2020
		n/a	n/a	n/a		FELDA/FTP Pasir Besar	2020
		n/a	n/a	n/a		BINGAN JAYA S/B	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE	2020
		n/a	n/a	n/a		TAI ICHI ENT S/B	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020

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14	BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified	FELDA/FTP Besout 01	2020
		FGVPM Besout 07	2018	MYNI 2014		FELDA/FTP Besout 02	2020
		n/a	n/a	n/a		FELDA/FTP Besout 03	2020
		n/a	n/a	n/a		FELDA/FTP Besout 04	2020
		n/a	n/a	n/a		FELDA Besout 05	2020
		n/a	n/a	n/a		LADANG GETAH RISDA	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		POH LIM ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KHIAZH SDN BHD	2020
		n/a	n/a	n/a		PKC & SONS SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		BKF BERHAD	2020
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2020
		n/a	n/a	n/a		WCB RESOURCES SDN BHD	2020
		n/a	n/a	n/a		KOP PKN KECIL N SEL BERHAD	2020
		15	KS NERAM	FGVPM Cherul 03	2018	MYNI 2014	Certified
n/a	n/a			n/a		FELDA Neram 01	
n/a	n/a			n/a		FELDA Neram 02	2020
n/a	n/a			n/a		FELDA/FTP Cerul 01	2020
n/a	n/a			n/a		FELDA/FTP Bukit Goh	2020
n/a	n/a			n/a		FELDA/FTP Bukit Kuantan	2020
n/a	n/a			n/a		TAI ICHI ENTERPRISE SDN BHD	2020
n/a	n/a			n/a		SRI KERDAU COMODITIES SDN BHD	2020
n/a	n/a			n/a		SERN LEE ENTERPRISE SDN BHD	2020
n/a	n/a			n/a		KUASA MY ENTERPRISE	2020
n/a	n/a			n/a		LADANG PERKAYA TERENGGANU	2020
n/a	n/a			n/a		ISMAQ AGRICULTURE SDN BHD	2020
n/a	n/a			n/a		NAJA PALM OILS S/B	2020
n/a	n/a			n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020

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		n/a	n/a	n/a	BKF BERHAD	2020
		n/a	n/a	n/a	NAZSO SNT	2020
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a	EKTRAPALMA SDN BHD	2020
		n/a	n/a	n/a	TOLEH MAJU ENT	2020
		n/a	n/a	n/a	AA SAWIT S/B	2020
		n/a	n/a	n/a	WU TERN SIANG	2020
		n/a	n/a	n/a	YEE PLANTATION SDN BHD	2020
	FGVPM Terapai 1	2018	MYNI 2014	Certified	FELDA/FTP Chini 01	2020

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		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
16	KS CHINI 3	FGVPM Chini Timur 4	2018	MYNI 2014		FELDA/FTP Chini 04	2020
		n/a	n/a	n/a		FELDA/FTP Chini 05	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLOH)	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020

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TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES							
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
17	KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified	FELDA Ciku 5	2021
		FGVPM Ciku 8	2018	MYNI 2014		FELDA Ciku 6	2021
		n/a	n/a	n/a		FELDA Ciku 1	2021
		n/a	n/a	n/a		FELDA Ciku 2	2021
		n/a	n/a	n/a		FELDA Ciku 3	2021
		n/a	n/a	n/a		FELDA Perasu	2021
		n/a	n/a	n/a		FELDA Ciku 7	2021
		n/a	n/a	n/a		SY LADANG MENGKEBANG S/B	2021
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE SDN BHD	2021
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2021
		n/a	n/a	n/a		SY LADANG SUNGAI TERAH	2021
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		PANTAS KETARA SDN BHD	2021
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		KUKUH CEMERLANG SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
n/a	n/a	n/a		GOLDEN MILL LUMBER SDN BHD	2021		
n/a	n/a	n/a		BUDISAWIT SDN BHD	2021		
n/a	n/a	n/a		AA SAWIT SDN BHD	2021		
18	KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified	FELDA/FTP Keratong 01	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 02	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATION S/B	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA TRADING	2021
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2021
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2021

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		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT S/B	2021
		n/a	n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERA	2021
19	KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Re-Certified (External Audit)	FELDA/FTP Raja Alias 1	2021
		FGVPM Palong 18	2018	MYNI 2014		FELDA/FTP Raja Alias 2	2021
		FGVPM Palong 21	2018	MYNI 2014		FELDA/FTP Raja Alias 3	2021
		FGVPM Serting Hilir 8	2018	MYNI 2014		FELDA/FTP Raja Alias 4	2021
		n/a	n/a	n/a		FELDA Raja Alias 5	2021
		n/a	n/a	n/a	FELDA/FTP Serting Hilir 1	2021	
		n/a	n/a	n/a	MIKIC ENT	2021	
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2021	
		n/a	n/a	n/a	K.C GOH ENT	2021	
		n/a	n/a	n/a	SERN LEE DEVELOPMENT S/B	2021	
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	
		n/a	n/a	n/a	SH TRADING CO S/B	2021	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2021	
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2021	
		n/a	n/a	n/a	RISDA PLANTATION S/B	2021	
				n/a	n/a	n/a	
		n/a	n/a	n/a		AA SAWIT S/B	2021
20	KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Certified	FELDA/FTP Keratong 03	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 04	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 05	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 06	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 07	2021
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2021
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2021
		n/a	n/a	n/a		KIMMA TRANSPORT	2021
		n/a	n/a	n/a		SISTEM SLURRY S/B	2021
		n/a	n/a	n/a		LADANG UMAC	2021
		21	KS KERTEH	FASSB Kerteh		2018	MYNI 2014
FGVPM Semaring 01	2018			MYNI 2014	FELDA/FTP Kerteh 02	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 04	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 05	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 06	2021	
n/a	n/a			n/a	FELDA Kerteh 03	2021	
n/a	n/a			n/a	T&A MACHANG AGRICULTURE	2021	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2021	

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		BKF SDN BHD	2021
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021
		n/a	n/a	n/a		JURUSEMANGAT S/B	2021
		n/a	n/a	n/a		BUDI SAWIT S/B	2021
		n/a	n/a	n/a		SRI KAPAS ENT	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
22	KS KOTA GELANGGI	FASSB PPTTR	2018	MYNI 2014	Certified	FELDA/FTP Kota Gelanggi 01	2021
		FASSB K.GELANGGI 5/6	2018	MYNI 2014		FELDA/FTP Kota Gelanggi 02	2021
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 03	2021
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 04	2021
		n/a	2018	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021
		n/a	2018	n/a		SRI KERDAU COMMODITIES SDN BHD	2021
		n/a	2018	n/a		TACORP PLANTATATION SDN BHD	2021
		n/a	2018	n/a		SERN LEE ENT S/B	2021
		n/a	2018	n/a		GUTHRIE SG TEKAL ESTATE	2021
		n/a	2018	n/a		WANGSA CAMAR S/B	2021
23	KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2014	Certified	FELDA/FTP Jengka 12	2021
		n/a	2018	n/a		FELDA/FTP Jengka 13	2021
		n/a	2018	n/a		FELDA/FTP Jengka 14	2021
		n/a	2018	n/a		FELDA/FTP Jengka 21	2021
		n/a	2018	n/a		FELDA/FTP Jengka 22	2021
		n/a	2018	n/a		FELDA/FTP Jengka 23	2021
		n/a	2018	n/a		FELDA/FTP Jengka 24	2021
		n/a	2018	n/a		FELDA/FTP Jengka 25	2021
		n/a	2018	n/a		FELDA/FTP Jenderak Utara	2021
		n/a	2018	n/a		FELDA/FTP Jenderak Selatan	2021
		n/a	2018	n/a		FELCRA DURIAN HIJAU	2021
		n/a	2018	n/a		DITALI SDN BHD	2021
		n/a	2018	n/a		KOPERASI PENEROKA JENGA 10 BHD	2021
		n/a	2018	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021
		n/a	2018	n/a		EIMAN ENTERPRISE	2021
		n/a	2018	n/a		UNIVERSITI TEKNOLOGI MARA	2021

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		n/a	2018	n/a		KOPERASI PEKEBUN KECIL DAERAH JERANTUT	2021
		n/a	2018	n/a		WANGSA CAMAR SDN BHD	2021
24	KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	Certified	FELDA/FTP Inas Utara	2021
		n/a	2018	n/a		FELDA/FTP Sg Sibol	2021
		n/a	2018	n/a		FELDA/FTP Penggeli Timur	2021
		n/a	2018	n/a		FELDA/FTP Linggiu	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		RABOJAYA SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021
25	KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified	FELDA/FTP Ulu Belitong	2021
		FGVPM Bukit Tongkat B	2018	MYNI 2014		FELDA Bukit Permai	2021
		n/a	2018	n/a		FELDA / FTP Layang-Layang	2021
		n/a	2018	n/a		FELDA Air Hitam	2021
		n/a	2018	n/a		FELDA/FTP Ulu Penggeli	2021
		n/a	2018	n/a		FELDA/FTP Bukit Tongkat	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		SH TRADING CO. KLUANG SDN BHD	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		SK LORRY SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021
		n/a	2018	n/a		GUAN LENG TRADING SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	2018	n/a		SISTEM SLURRY SDN BHD	2021
		n/a	2018	n/a		PCT OIL PALM SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
26	KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Certified	FELDA/FTP Taib Andak	2021
		n/a	2018	n/a		FELDA Bukit Batu	2021
		n/a	2018	n/a		FELDA Ulu Tebrau	2021
		n/a	2018	n/a		TETUAN MALCLAY INDUSTRIES S/B	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		TSK AIR MANIS RISDA PLANTATIONS SDN BHD	2021
		n/a	2018	n/a		PKM ULU SANGLANG RISDA PLANTATIONS SD	2021
		n/a	2018	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		LADANG KENG TEK LEE SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		ISMAL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		PKM MAJU JAYA RISDA PLANTATION	2021

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		n/a	2018	n/a		SH TRADING CO KLUANG S/B	2021
		n/a	2018	n/a		SH TRADING CO SG TIRAM MUKIM SG TIRAM	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		CHE YU TRADING SDN BHD	2021
		n/a	2018	n/a		SALIM NAWAWI	2021
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
27	KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified	FELDA/FTP Tunggai	2021
		n/a	n/a	n/a		FELDA/FTP Adela	2021
		n/a	n/a	n/a		FELDA/FTP Sening	2021
		n/a	n/a	n/a		FELDA/FTP kledang	2021
		n/a	n/a	n/a		SINAR LESTARI (M) SDN BHD	2021
		n/a	n/a	n/a		PPNJ	2021
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2021
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	n/a	n/a		SH TRADING CO	2021
		n/a	n/a	n/a		FONG TAK DEVELOPMENT	2021
		n/a	n/a	n/a		PERNIAGAAN SRI MAHTAI	2021
		n/a	n/a	n/a		YPJ PALM PLANTATION	2021
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2021
		n/a	n/a	n/a		SANTEX ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (t) SDN BHD	2021
		n/a	n/a	n/a		SALIM NAWAWI	2021
		n/a	n/a	n/a		BKF BERHAD SDN BHD	2021
		n/a	n/a	n/a		PALOH AGRICULTURE 9 (JOHOR) SDN BHD	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KERINAT BAKTI ENTERPRISE	2021
		n/a	n/a	n/a		YPJ PALM PLANTATION SDN BHD	2021
28	KS SERTING HILIR	FGVPM Tembangau 03	2018	MYNI 2014	Certified	FELDA/FTP Lui Muda	2021
		FGVPM Tembangau 05	2018	MYNI 2014		FELDA/FTP Lui Selatan 01	2021
		FGVPM Tembangau 06	2018	MYNI 2014		FELDA/FTP Lui selatan 02	2021
		FGVPM Tembangau 07	2018	MYNI 2014		FELDA/FTP Serting Hilir 02/03	2021
		FGVPM Tembangau 08	2018	MYNI 2014		FELDA/FTP Serting Hilir 6/7	2021
		FGVPM Tembangau 09	2018	MYNI 2014		FELDA/FTP Serting Hilir 04	2021
		FGVPM Serting Hilir 9	2018	MYNI 2014		FELDA/FTP Serting Hilir 05	2021
		FASSB Serting Hilir	2018	MYNI 2014		FELDA/FTP Sg Lui	2021
				n/a		n/a	n/a
		n/a	n/a	n/a		FELDA / FTP Lui Timur	2021
		n/a	n/a	n/a		FELDA/FTP Tembangau 1	2021
		n/a	n/a	n/a		FELDA/FTP Tembangau 2	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		KIM MA TRADING	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		MKIC ENT	2021
		n/a	n/a	n/a		BKF B/S	2021
		n/a	n/a	n/a		AA SAWIT S/B	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
29	KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified	FELDA/FTP Kepayang	2021
		n/a	n/a	n/a		FELDA/FTP Purun	2021
		n/a	n/a	n/a		FELDA/FTP Mayam	2021
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
30	KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified	FELDA/FTP Jerangau	2021
		FGVPM Rantau abang 2	2021	MYNI 2014		FELDA/FTP Bukit Banding	2021
		FGVPM Chador 1	2018	MYNI 2014		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		BKF SDN BHD	2021
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021
		n/a	n/a	n/a		YEE PLANTATION SDN BHD	2021
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2021
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2021
		n/a	n/a	n/a		NAJA PALM OIL S/B	2021
31	KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified	FELDA/FTP Tenggaroh 02	2021
		FGVPM Tenggaroh 11	2018	MYNI 2014		FELDA/FTP Tenggaroh 04	2021
		FGVPM Tenggaroh 13	2018	MYNI 2014		FELDA/FTP Tenggaroh 05	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh Timur 01	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 07	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 01	2021

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		n/a	n/a	n/a		ISMAIL BIN DAHLAN	2021
		n/a	n/a	n/a		PPNJ/ PPK MERSING	2021
		n/a	n/a	n/a		K.C GOH ENT	2021
		n/a	n/a	n/a		BINGAN JAYA S/B	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021
		n/a	n/a	n/a		WAN LE HIN ENT	2021
		n/a	n/a	n/a		SANTEX ENT	2021
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2021
		n/a	n/a	n/a		SH TRADING CO. KLUANG S/B	2021
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2021
		n/a	n/a	n/a		KUASA MY ENT	2021
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2021
		n/a	n/a	n/a		BKF S/B	2021
		n/a	n/a	n/a		PALOH AGRICULTURE (JOHOR) S/B	2021
		n/a	n/a	n/a		ME RESOURCES S/B	2021
32	KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified	FELDA Nitar 1	2021
		n/a	2018	n/a		FELDA Nitar 2	2021
		n/a	2018	n/a		PPNJ	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		BINGAN JAYA S/B	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENT	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM S/B	2021
		n/a	2018	n/a		SH TRADING CO. KLUANG S/B	2021
		n/a	2018	n/a		YPJ PLANTATIONS S/B	2021
		n/a	2018	n/a		KUASA MY ENT	2021
		n/a	2018	n/a		GUAN LENG TRADING S/B	2021
		n/a	2018	n/a		WETOP S/B	2021
		n/a	2018	n/a		PER PELADANG KWSN ENDAU	2021
		n/a	2018	n/a		BAKTI MAS BINA S/B	2021
		n/a	2018	n/a		SISTEM SLURRY S/B	2021
33	KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified	FELDA/FTP Chalok Barat	2021
		n/a	2018	n/a		FELDA/FTP Tenang Besut	2021
		n/a	2018	n/a		FELDA/FTP Belara	2021
		n/a	2018	n/a		FELDA/FTP Selasih	2021

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		n/a	2018	n/a		FELDA Chalok	2021
		n/a	2018	n/a		PERNIAGAAN BINGAN JAYA	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		T & A MACHANG AGRICULTURE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE	2021
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021
		n/a	2018	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	2018	n/a		SYARIKAT WARISAN	2021
		n/a	2018	n/a		EKSTRAPALMA SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM SDN BHD	2021
		n/a	2018	n/a		HADI PLANTATION SDN BHD	2021
		n/a	2018	n/a		THP YT PLANTATION SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERA	2021
		n/a	2018	n/a		NAJA PALM OIL PALM	2021
34	KS WA HA	FGVPM BUKIT APING SELATAN	2018	MYNI 2014	Certified	FELDA Bukit Aping Timur	2021
		n/a	2018	n/a		FELDA Bukit Aping Barat	2021
		n/a	2018	n/a		FELDA simpang Wa ha	2021
		n/a	2018	n/a		FELDA Bukit Easter	2021
		n/a	2018	n/a		FELDA Bukit Wa Ha	2021
		n/a	2018	n/a		PPNJ	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		BINGAN JAYA S/B	2021
		n/a	2018	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENT	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		RINTING EMAS	2021
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021
		n/a	2018	n/a		KOP PEMBANGUNAN KG TERSUSUN MAWAI	2021
		n/a	2018	n/a		PERNIAGAAN SRI MAHTAI	2021
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA S/B	2021
		n/a	2018	n/a		CHE YU TRADING S/B	2021
		n/a	2018	n/a		SANTEX ENT	2021
		n/a	2018	n/a		LAI BROTHER TRADING	2021

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		n/a	2018	n/a	BFK BHD	2021
		n/a	2018	n/a	PALOH AGRICULTURE JOHOR S/B	2021
		n/a	2018	n/a	SISTEM SLURRY S/B	2021
		n/a	2018	n/a	AGRO BIS VENTURE S/B	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
35	KS KALABAKAN	FGVPM Kalabakan Utara 01	2019	MYNI 2014	External Audit	KOKOLIN PLANTATION S/B	2022
		FGVPM Kalabakan Selatan	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022
		n/a	n/a	n/a		KRETAM HOLDINGS BHD	2022
		n/a	n/a	n/a		TERARAYA S/B	2022
		n/a	n/a	n/a		EVERPACE S/B	2022
36	KS HAMPARAN BADAI	FGVPM Sahabat 23	2019	MYNI 2014	External Audit	TAI ICHI ENTERPRISE SDN BHD	2022
		FGVPM Sahabat 24	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022
		FGVPM Sahabat 26	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022
		FGVPM Sahabat 28	2019	MYNI 2014		TAN CHOK PENG	2022
		FGVPM Sahabat 31	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022
		FGVPM Sahabat 33	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022
		FGVPM Sahabat 34	2019	MYNI 2014		KUASA MY ENTERPRISE	2022
		FGVPM Sahabat 25	2019	MYNI 2014		KEMAJUAN TANAH JUJUR SDN BHD	2022
		FGVPM Sahabat 22	2019	MYNI 2014		TELISAI FFB COLLECTING SDN BHD	2022
		FASSB Tambisan	2019	MYNI 2014			
37	KS UMAS	FGVPM Umas 05	2019	MYNI 2014	External Audit	FELDA Umas 1	2022
		FGVPM Umas 06	2019	MYNI 2014		FELDA Umas 2/3	2022
		n/a	n/a	n/a		FELDA Umas 4	2022
		n/a	n/a	n/a		KOKOLIN PLANTATION S/B	2022
		n/a	n/a	n/a		FIDELITY LAND S/B	2022
		n/a	n/a	n/a		TAI ICHI ENT S/B	2022
		n/a	n/a	n/a		K.C GOH ENT S/B	2022
		n/a	n/a	n/a		SERN LEE ENT	2022
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022
		n/a	n/a	n/a		MENGHWA S/B	2022
		n/a	n/a	n/a		EVERPACE S/B	2022

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		n/a	n/a	n/a	LIM SUN LAI	2022
		n/a	n/a	n/a	BALUNG PALM OIL MILL S/B	2022
		n/a	n/a	n/a	BRANTIAN PALM OIL S/B	2022
		n/a	n/a	n/a	YUWANG PLANTATION S/B	2022
		n/a	n/a	n/a	KAJ PLANTATION S/B	2022
		n/a	n/a	n/a	PANDAN SUKMA S/B	2022
		n/a	n/a	n/a	WINSOME BRANTIAN PLANTATION S/B	2022
		n/a	n/a	n/a	UT PALM PLANTATIONS S/B	2022
		n/a	n/a	n/a	NFC TRADING S/B	2022
		n/a	n/a	n/a	DURAWANG S/B	2022
		n/a	n/a	n/a	External Audit FELDA/FTP Selancar 01	2022
		n/a	n/a	n/a	FELDA/FTP Selancar 02	2022
		n/a	n/a	n/a	FELDA/FTP REDONG	2022
		n/a	n/a	n/a	FELDA Selancar 03	2022
		n/a	n/a	n/a	FELDA Selancar 04	2022
		n/a	n/a	n/a	FELDA Selancar 05	2022
		n/a	n/a	n/a	MEWAH OIL SDN BHD	2022
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2022
		n/a	n/a	n/a	STEVEN DEVELOPMENT SDN BHD	2022
		n/a	n/a	n/a	BINGAN JAYA	2022
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2022
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2022
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a	CHOON GUAN OIL PALM	2022
		n/a	n/a	n/a	SH TRADING CO SDN BHD	2022
		n/a	n/a	n/a	TAI HUAT AGRICULTURE	2022
		n/a	n/a	n/a	SENDANG JUARA	2022
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2022
		n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022
38	KS SELANCAR 2A					

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		Internal			external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		BKF BERHAD	2022
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2022
		n/a	n/a	n/a		AA SAWIT SDN BHD	2022

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
39	KS BUKIT MENDI	n/a	n/a	n/a	External Audit	FELDA/FTP Bukit Mendi	2022
		n/a	n/a	n/a		FELDA/FTP Bukit Puchong	2022
		n/a	n/a	n/a		FELDA/FTP Mengkuang	2022
		n/a	n/a	n/a		FELDA Sg Kemahal	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2022
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2022
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2022
		n/a	n/a	n/a		ONG CHONG LIM PLT S/B	2022
		n/a	n/a	n/a		AGENSI KB	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2022
n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2022		
40	KS JENGA 8	n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 8	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 9	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 10	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 11	2022
		n/a	n/a	n/a		FELDA/FTP Sg Tekam	2022
		n/a	n/a	n/a		FELDA/FTP Sg Tekam Utara	2022
		n/a	n/a	n/a		FELDA Jengka 1	2022
		n/a	n/a	n/a		DITALI S/B	2022
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES S/B	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLOH)	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022
		n/a	n/a	n/a		EIMAN ENTERPRISE S/B	2022
		n/a	n/a	n/a		KOPERASI PEKEBUN KECIL DAERAH JERANTUT	2022
		n/a	n/a	n/a		JAYA GADING	2022
		n/a	n/a	n/a		WANGSA CAMAR SDN BHD	2022
n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022		
n/a	n/a	n/a		AA SAWIT SDN BHD	2022		

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41	KS JENGA 18	n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 15	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 16	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 17	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 18	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 19	2022		
		n/a	n/a	n/a		FELDA Jengka 20	2022		
		n/a	n/a	n/a		FELDA/FTP Sg Nerek	2022		
		n/a	n/a	n/a		FELDA Kg Awah	2022		
		n/a	n/a	n/a		SINN HUP ENT	2022		
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022		
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022		
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2022		
		n/a	n/a	n/a		GOLDEN HOPE LANCHANG	2022		
		n/a	n/a	n/a		GOLDEN HOPE MENTAKAB	2022		
		n/a	n/a	n/a		GOLDEN HOPE EDENSOR	2022		
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022		
		n/a	n/a	n/a		EIMAN ENT	2022		
		n/a	n/a	n/a		KERDAU ESTATE (SD HOLDING)	2022		
				n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 2	2022
				n/a	n/a	n/a		FELDA/FTP Jengka 3	2022
n/a	n/a			n/a		FELDA/FTP Jengka 4	2022		
n/a	n/a			n/a		FELDA Jengka 5	2022		
n/a	n/a			n/a		FELDA/FTP Jengka 6	2022		
n/a	n/a			n/a		FELDA/FTP Jengka 7	2022		
n/a	n/a			n/a		FELDA/FTP Ulu Jempol	2022		
n/a	n/a			n/a		FELDA/FTP Bukit Tajau	2022		
n/a	n/a			n/a		HALIM SAUJANA ENTERPRISE	2022		
n/a	n/a			n/a		DELIMA MAJU JAYA	2022		
n/a	n/a			n/a		KOPERASI SERBAGUNA JENGA 3	2022		
n/a	n/a			n/a		LKPP BUKIT KUIN	2022		

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		Internal			external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
42	KS JENGA 3	n/a	n/a	n/a		BINGAN JAYA SDN BHD	2022
		n/a	n/a	n/a		DITALI SDN BHD	2022
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2022
		n/a	n/a	n/a		SUNGAI JERIK ENTERPRISE	2022
		n/a	n/a	n/a		AGENSI KB	2022
		n/a	n/a	n/a		KURNIA SETIA AUR GADING	2022
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		JIWATEKNIK SDN BHD	2022
		n/a	n/a	n/a		LKPP KAMPONG SUBOH	2022
		n/a	n/a	n/a		EIMAN ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		GOLDEN HOPE S/B (LANCANG)	2022
		n/a	n/a	n/a		GOLDEN HOPE S/B (EDENSOR)	2022
		n/a	n/a	n/a		LKPP LADANG BATU 55 MARAN	2022
		n/a	n/a	n/a		SYARIKAT JAYA GADING BERSATU S/B	2022
n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022		
n/a	n/a	n/a		LKPP RTK MARAN	2022		
n/a	n/a	n/a		RIBUAN SAWIT TRADING S/B	2022		

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
43	KS PADANG PIOL	n/a	n/a	n/a	External Audit	FELDA/FTP Padang Piol	2022
		n/a	n/a	n/a		FELDA/FTP Sg Retang	2022
		n/a	n/a	n/a		TACORP PLANTATIONS S/B	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022
		n/a	n/a	n/a		WANGSA CAMAR S/B	2022
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022
44	KS TERSANG	n/a	n/a	n/a	External Audit	FELDA Tersang 01	2022
		n/a	n/a	n/a		FELDA Tersang 02	2022
		n/a	n/a	n/a		FELDA Tersang 03	2022
		n/a	n/a	n/a		FELDA Tersang 04	2022
		n/a	n/a	n/a		FELDA Sg Koyan 1	2022
		n/a	n/a	n/a		FELDA Sg Koyan 2	2022
		n/a	n/a	n/a		FELDA Sg Koyan 3	2022
		n/a	n/a	n/a		LIPIS JAYA PLANTATION S/B	2022
		n/a	n/a	n/a		KIM MA TRADING	2022
		n/a	n/a	n/a		RISDA PLANTATION S/B	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022
		n/a	n/a	n/a		TEE KIM TEE ENT	2022
		n/a	n/a	n/a		TINGGI MAJU PLANTATION S/B	2022
		n/a	n/a	n/a		LADANG FELCRA PAYA PANJANG	2022
		n/a	n/a	n/a		FELCRA BERHAD	2022
		n/a	n/a	n/a		SIME DARBY HOLDINGS BHD (BKT PUTERI EST)	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		FELCRA BERHAD (HULU SATAK)	2022
		n/a	n/a	n/a		YEW FOH OIL PALM S/B	2022
n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022		
n/a	n/a	n/a		WOOD VISION S/B (NAZA PLANTATION)	2022		
n/a	n/a	n/a		NEOH CHOO EE & CO S/B (CHEROH ESTATE)	2022		

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		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022
45	KS PONTIAN FICO	Pontian Fico	2019	MYNI 2014	External Audit	NGAN & NGAN HOLDINGS	2022
		Pontian Subok	2019	MYNI 2014		FOO YET KAI HOLDINGS	2022
		Pontian Orico	2019	MYNI 2014		PERBADANAN KEMAJUAN PERTANIAN SELANGOR	2022
		Pontian Pendirosa	2019	MYNI 2014		CHEN SIEW CHIN	2022
		Pontian Kuril	2019	MYNI 2014		NGOOI CHIU DAIK	2022
		Pontian Hillco	2019	MYNI 2014		LIEW SIEW CHIN	2022
		Pontian Korosah	2019	MYNI 2014		WONG BOOI LIONG	2022
		Blossom Plantation Sdn. Bhd	2019	MYNI 2014		LEE BOON TIEK	2022
		n/a	n/a	n/a		LEE BEE ENG	2022
		n/a	n/a	n/a		LEE SENG GEAK	2022
		n/a	n/a	n/a		ASIA TEGUH SDN BHD	2022
46	KS TEMENTI	FGVPM Bera Selatan 1	2019	MYNI 2014	External Audit	FELDA/FTP Sebertak	2022
		FGVPM Bera Selatan 4	2019	MYNI 2014		FELDA/FTP Rentam	2022
		n/a	n/a	n/a		FELDA/FTP tementi	2022
		n/a	n/a	n/a		SINHUP ENT	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		K.C GOH ENT	2022
		n/a	n/a	n/a		SERN LEE DEVELOPMENT S/B	2022
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022

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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
47	KS KEMAHANG	n/a	n/a	n/a	External Audit	FELDA Kemahang 03	2023
		n/a	n/a	n/a		FELDA Kemahang 04	2023
		n/a	n/a	n/a		FELDA/FTP Kemahang 02	2023
		n/a	n/a	n/a		FELDA/FTP Kemahang 01	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (MACHANG)	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		MENGKEBANG RUBBER CO S/B	2023
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE S/B	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
n/a	n/a	n/a		FOKUS BONANZA S/B	2023		
48	KS CHINI 2	n/a	n/a	n/a	External Audit	FELDA/FTP Chini 02	2023
		n/a	n/a	n/a		FELDA/FTP Chini 03	2023
		n/a	n/a	n/a		FELDA/FTP Chini Timur 02	2023
		n/a	n/a	n/a		FELDA Chini Timur 01	2023
		n/a	n/a	n/a		FELDA Chini Timur 03	2023
		n/a	n/a	n/a		SYED AZHAR SYED MANSOR	2023
		n/a	n/a	n/a		LKPP T1 &T2	2023
		n/a	n/a	n/a		LKPP LADANG SRI RAMIN	2023
		n/a	n/a	n/a		LKPP LADNAG CHINI	2023
		n/a	n/a	n/a		SRI KERINAU SDN BHD	2023
		n/a	n/a	n/a		TT MAX ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023		

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		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		RIBUAN SAWIT TRADING	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
49	KS JERANGAU BARAT	n/a	n/a	n/a	External Audit	FELDA Mengkawang	2023
		n/a	n/a	n/a		FELDA Tersat	2023
		n/a	n/a	n/a		FELDA/FTP Jerangau Barat	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2023
		n/a	n/a	n/a		PER PELADANG DAERAH KUALA BERANG	2023
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2023
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2023
50	KS TROLAK	n/a	n/a	n/a	External Audit	FELDA Sg. Klah	2023
		n/a	n/a	n/a		FELDA/FTP Trolak Utara	2023
		n/a	n/a	n/a		FELDA/FTP Trolak Selatan	2023
		n/a	n/a	n/a		FELDA Sg. Behrang	2023
		n/a	n/a	n/a		FELDA Trolak Timur	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023
		n/a	n/a	n/a		POH LIM ENT S/B	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
n/a	n/a	n/a		PKC & SONS S/B	2023		

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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		AMSON S/B	2023
		n/a	n/a	n/a		BKF BERHAD	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
51	KS SEMENCHU	n/a	n/a	n/a	External Audit	FELDA Air Tawar 4	2023
		n/a	n/a	n/a		FELDA Air Tawar 5	2023
		n/a	n/a	n/a		FELDA Semenchu	2023
		n/a	n/a	n/a		FELDA Sungai Mas	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENT	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG S/B	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		WANGSA CAMAR S/B	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		SALIM HJ NAWAWI	2023
n/a	n/a	n/a		AA SAWIT S/B	2023		
n/a	n/a	n/a		KERINAT BAKTI ENTERPRISE	2023		
52	KS PANCHING	n/a	n/a	n/a	External Audit	FELDA/FTP Panching Utara	2023
		n/a	n/a	n/a		FELDA/FTP Panching Selatan	2023
		n/a	n/a	n/a		FELDA/FTP Panching Timur	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		TONG AH COMPANY SDN BHD	2023
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2023
n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023		

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		n/a	n/a	n/a		BAKTI MAS SDN BHD	2023
		n/a	n/a	n/a		WONDERFUL HORIZON SDN BHD	2023
		n/a	n/a	n/a		RITAWAN HOLDINGS SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		NAJA PALM OILS SDN BHD	2023
53	KS AIR TAWAR	n/a	n/a	n/a	External Audit	FELDA/FTP Air Tawar 01	2023
		n/a	n/a	n/a		FELDA/FTP Air Tawar 02	2023
		n/a	n/a	n/a		FELDA/FTP Air Tawar 03	2023
		n/a	n/a	n/a		FELDA/FTP Pasak	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2023
		n/a	n/a	n/a		WANGSA CAMAR SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2023
		n/a	n/a	n/a		SALIM HJ NAWAWI	2023
		n/a	n/a	n/a		NIKMAT UTAMA SDN BHD	2023
54	KS LOK HENG	n/a	n/a	n/a	External Audit	FELDA/FTP Lok Heng Timur	2023
		n/a	n/a	n/a		FELDA/FTP Lok Heng Selatan	2023
		n/a	n/a	n/a		FELDA/FTP Lok Heng Barat	2023
		n/a	n/a	n/a		FELDA/FTP Papan Timur	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		ISMAL TRADING	2023
		n/a	n/a	n/a		CHOON GUAN OIL PALM SDN BHD	2023
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2023

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	n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN. BHD.	2023
	n/a	n/a	n/a	KUASA MY ENTERPRISE,	2023
	n/a	n/a	n/a	CHE YU TRADING SDN BHD	2023
	n/a	n/a	n/a	KIM MA OIL PALM SDN BHD	2023
	n/a	n/a	n/a	SALIM BIN NAWAWI	2023
	n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2023
	n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) SDN BHD	2023
	n/a	n/a	n/a	LOK HENG FARMING TRADING	2023
	n/a	n/a	n/a	AA SAWIT SDN BHD	2023
	n/a	n/a	n/a	KAWTHAR BUSINESS RESOURCES	2023
	n/a	n/a	n/a	External Audit FELDA/FTP Gedangsa	2023
	n/a	n/a	n/a	FELDA/FTP Sg Tenggi	2023
	n/a	n/a	n/a	FELDA/FTP Soeharto	2023
	n/a	n/a	n/a	FELDA/FTP Sg Tenggi Selatan	2023
	n/a	n/a	n/a	PERTUBUHAN PELADANG KWS ULU SELAN	2023
	n/a	n/a	n/a	RAH PROPERTIES CORPORATION S/B	2023

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
55	KS SG TENGI	n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2023
		n/a	n/a	n/a		TAI ICHI ENT	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023
		n/a	n/a	n/a		LIM AH CHEU & SONS TRADING S/B	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2023
		n/a	n/a	n/a		DELLOYD PLANTATION S/B	2023
		n/a	n/a	n/a		KUASA MY ENT	2023
		n/a	n/a	n/a		POH LIM ENT	2023
		n/a	n/a	n/a		CHEW AH WAH S/B	2023
		n/a	n/a	n/a		PKC & SONS S/B	2023
		n/a	n/a	n/a		SEPAKAT MAJU MESRA S/B	2023
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2023
		n/a	n/a	n/a		JASA BINA	2023
		n/a	n/a	n/a		BKF S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		MALPOM INDUSTRIES BHD	2023
		n/a	n/a	n/a		AA SAWIT S/B	2023
n/a	n/a	n/a		SAMURI BIN KACHONG	2023		
n/a	n/a	n/a		KOPERASI PEN SAWIT MAMPAN KUALA SELANGOR BHD	2023		
n/a	n/a	n/a		TERAS KOMBINASI ENT	2023		

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
56	KS PASOH	n/a	n/a	n/a	External Audit	FELDA/FTP Pasoh 1	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 2	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 3	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 4	2023
		n/a	n/a	n/a		FELDA TITI 2	2023
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2023
		n/a	n/a	n/a		SINN HUP ENTERPRISE	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SYARIKAT CHIONG KIAU	2023
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD (SEREMBAN	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		PERTUBUHAN PELADANG KAWASAN PELA	2023
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2023
n/a	n/a	n/a		AA SAWIT SDN BHD	2023		
57	KS KAHANG	n/a	n/a	n/a	External Audit	FELDA/FTP Kahang Barat	2023
		n/a	n/a	n/a		FELDA/FTP Kahang Timur	2023
		n/a	n/a	n/a		FELDA/FTP Kahang Ulu dengar	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		PER BUAH KELAPA SAWIT SALIM	2023
n/a	n/a	n/a		UN KENG TRADING SDN BHD	2023		

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		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2023
		n/a	n/a	n/a		WETOP SDN BHD	2023
		n/a	n/a	n/a		MAGICAL WEALTH S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		PCT OIL PALM TRADING S/B	2023
		n/a	n/a	n/a		JEMALUANG KEBUN KECHIL & KELAPA SAW	2023
58	KS SAMPADI	FGVPM Sampadi 01	2018	MYNI 2014	Internal Audit	FELCRA BHD TAMANG SEMBAWANG LUNDU	2023
		FGVPM Sampadi 03	2018	MYNI 2014		KIM MA OIL PALM TRANSPORT S/B	2023
		FGVPM Sampadi 04	2018	MYNI 2014		AGROGREEN VENTURES S/B	2023
		FGVPM Sampadi 05	2018	MYNI 2014		n/a	2023
		FGVPM Sampadi 06	2018	MYNI 2014		n/a	2023
59	KS MEMPAGA	n/a	n/a	n/a	Internal Audit	FELDA/FTPKG Sertik	2023
		n/a	n/a	n/a		FELDA/FTPKG Lakum	2023
		n/a	n/a	n/a		FELDA/FTPKG Bukit Damar	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 1	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 2	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 3	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2023
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2023
		n/a	n/a	n/a		HOCK GUAN TRADING & CO	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		KURNIA SETIA BHD	2023
		n/a	n/a	n/a		WANGSA CAMAR S/B	2023
60	KS KEMBARA SAKTI	FGVPM Sahabat 30	2019	MYNI 2014	Internal Audit	TAI ICHI ENTERPRISE S/B	2023
		FGVPM Sahabat 35	2019	MYNI 2014		ZHEN DONG PLANTATION (M)	2023
		FGVPM Sahabat 40	2019	MYNI 2014		FONG TAK DEVELOPMENT S/B	2023
		FGVPM Sahabat 41	2019	MYNI 2014		TAN CHOK PENG	2023
		FGVPM Sahabat 42	2019	MYNI 2014		TAN PIT HOOK	2023
		FGVPM Sahabat 43	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 50	2019	MYNI 2014		n/a	n/a

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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
61	KS NILAM PERMATA	FGVPM Sahabat 51	2019	MYNI 2014	Internal Audit	n/a	n/a
		FGVPM Sahabat 52	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 53	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 54	2019	MYNI 2014		n/a	n/a
62	KS MERCU PUSPITA	FGVPM Sahabat 07	2019	MYNI 2014	Internal Audit	TSC PLANTATION S/B	2023
		FGVPM Sahabat 46	2019	MYNI 2014		ZHEN DONG PLANTATION M S/B	2023
		FGVPM Sahabat 48	2019	MYNI 2014		KLEBANG PLANTTAION S/B	2023
		FGVPM Sahabat 10	2019	MYNI 2014		TAN CHOK PENG	2023
		FASSB Sahabat 06	2019	MYNI 2014		ANIKA RAYA S/B	2023
		n/a	n/a	n/a		D PROP PLANTATION	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		FOREMOST DYNAMIC S/B	2023
		n/a	n/a	n/a		ABID EMAS S/B	2023
		n/a	n/a	n/a		SYARIKAT TECK HUAT COMMODITIES TRADING	2023
		n/a	n/a	n/a		ATLAS KEW ESTATE S/B	2023
		n/a	n/a	n/a		FELCRA BERHAD	2023

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
63	KS LANCANG KEMUDI	FGVPM Sahabat 36	2019	MYNI 2014	Internal Audit	ZHEN DONG PLANTATION (M) S/B	2023
		FGVPM Sahabat 38	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2023
		FGVPM Sahabat 39	2019	MYNI 2014		KLEBANG PLANTATION S/B	2023
		FGVPM Sahabat 44	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2023
		FGVPM Sahabat 45	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		GEMILANG SETIA	2023
		n/a	n/a	n/a		JJ METAL S/B	2023
		n/a	n/a	n/a		TIONG KHENG HOLDING S/B	2023
		n/a	n/a	n/a		SILAHIS S/B	2023
		n/a	n/a	n/a		TSC PLANTATIONS S/B	2023
64	KS EMBARA BUDI	FGVPM Sahabat 11	2019	MYNI 2014	Internal Audit	FELDA Sahabat 03	2023
		FGVPM Sahabat 12	2019	MYNI 2014		FELDA Sahabat 04/05	2023
		FGVPM Sahabat 17	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2023
		FGVPM Sahabat 56	2019	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2023
		FGVPM Sahabat 20	2019	MYNI 2014		FONG TAK DEVELOPMENT	2023
		FASSB Sahabat 17	2019	MYNI 2014		INTAN SAWIT ENTERPRISE	2023
		FGVPM Sahabat 21	2019	MYNI 2014		SCT RESOURCES SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		ASET KAHAPAN SDN BHD	2023
		n/a	n/a	n/a		INTAN SAWIT ENTERPRISE	2023
		FGVPM Sahabat 09	2019	MYNI 2014	Internal Audit	FELDA Sahabat 1	2023
		FGVPM Sahabat 16	2019	MYNI 2014		FELDA Sahabat 2	2023
		FGVPM Sahabat 55	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SILAHIS SDN BHD	2023
		n/a	n/a	n/a		TSC PLANTATION SDN BHD	2023
		n/a	n/a	n/a		ZHEN DONG PLANTATION (M) SDN BHD	2023

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65	KS BAIDURI AYU	n/a	n/a	n/a		KLEBANG PLANTATION S/B	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2023
		n/a	n/a	n/a		ANIKA RAYA SDN BHD	2023
		n/a	n/a	n/a		D-PROP PLANTATION	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		FOREMOST DYNAMIC SDN BHD	2023
		n/a	n/a	n/a		ABID EMAS SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		ATLAS KEW ESTATESDN BHD	2023
		n/a	n/a	n/a		LADANG DAYA UTAMA SDN BHD	2023
		n/a	n/a	n/a		SUMMIT PALM SDN BHD	2023
		n/a	n/a	n/a		FELCRA BERHAD	2023
		n/a	n/a	n/a		LIAN HIN LEE PLANTATION (M) SDN BHD	2023
66	KS TENGGAROH TIMUR	FGVPM Tenggaroh 12	2021	MYNI 2014	Internal Audit	FELDA/FTP Tenggaroh 06	2023
		FGVPM Tenggaroh Timur 2	2019	MYNI 2014		FELDA /FTP Tenggaroh Selatan 1	2023
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 03	2023
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		BINGAN JAYA S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		BKF B/S	2023
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2023

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TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES							
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KUASA MY ENT	2023
		n/a	n/a	n/a		WAN LE HIN ENT	2023
		n/a	n/a	n/a		BON HON COMMODITY TRADING S/B	2023
		n/a	n/a	n/a		ISMAIL TRADING	2023
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2023
		n/a	n/a	n/a		SH TRADING	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2023

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES								
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)						
		internal			Status	external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance	Certification Standard
67	Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	2021	Group Cert	Internal Audit	tbd		
		Kronos plantations Sdn. Bhd	2021	Group Cert		tbd		
		Fortune Plantation Sdn. Bhd	2021	Group Cert		tbd		
		BJ Corporation Sdn. Bhd	2021	Group Cert		tbd		
68	Tanah Emas Oil Palm Processing	Sri Kehuma	2021	Group Cert	Internal Audit	tbd		
		Yapidmas AE	2021	Group Cert		tbd		
		Tanah Emas Corporation Berhad (TECB)	2021	Group Cert		tbd		
		Ladang Kluang	2021	Group Cert		tbd		
		Yapidmas D	2021	Group Cert		tbd		
		Sri Mosta 1	2021	Group Cert		tbd		
		Sri Mosta 2	2021	Group Cert		tbd		
		Sri Mosta 3	2021	Group Cert		tbd		
		Cepat Ringgit A	2021	Group Cert		tbd		
		Cepat Ringgit B	2021	Group Cert		tbd		
		Cepat Ringgit D	2021	Group Cert		tbd		
		Karamuak	2021	Group Cert		tbd		
		Sg Milian	2021	Group Cert		tbd		
		Sg Imbak	2021	Group Cert		tbd		

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		Kuamut	2021	Group Cert		tbd		
69	PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit	tbd		
70	PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit	tbd		
71	FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit	FGVPM Paloh		Certified under Kulim Berhad (Ladang Kulim POM)
72	Estate under RaCP	TBA	2021	MYNI 2018	Internal Audit	FGVPM Tenggaroh 12 FGVPM Rantau Abang 02		

n/a – not applicable

tbd - to be determine

Individual External FFB Supplier will be updated from time to time within the time bound plan period. The list may varies due to the supplier List of External FFB Suppliers are based on 2018 active supplier list.

Compliance on Certification Standard for Felda/FTP, Independent Settlers and Third Party FFB suppliers are subject to change.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in **2019** for **Lepar Hilir Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2019** for **Lepar Hilir Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.88
PKO	0.88

Extraction	%
OER	20.15
KER	4.27

Production	t/yr
FFB Process	99,937.36
CPO Produced	45,665.10
PKO Produced	9,669.14

Land Use	Ha
OP Planted Area	8,322.47
OP Planted on peat	-
Conservation (forested)	-
Conservation (non-forested)	1.20
Total	8,323.67

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	82,197.95	0.82	-	-	-	-	82,197.95	0.82
CO ₂ Emission from fertilizer	3,637.51	0.04	-	-	-	-	3,637.51	0.04
NO ₂ Emission	3,057.47	0.03	-	-	-	-	3,057.47	0.03
Fuel Consumption	603.99	0.01	-	-	-	-	603.99	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-77,912.77	-0.78	-	-	-	-	-77,912.77	-0.78

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Conservation Sequestration	-	-	-	-	-	-	-	-
Total	11,584.14	0.12	-	-	-	-	11,584.14	0.12

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	-	-
Fuel Consumption	220.39	-
Grid Electricity Utilization	29.26	-
Credit		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-	-
Total	249.65	-

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

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

Appendix D: Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
1	Oct 19	8,635.78	11,554.04	20,189.82
2	Nov 19	6,036.43	10,003.54	16,039.97
3	Dec 19	4,507.29	7,483.83	11,991.12
4	Jan 20	2,828.85	4,349.08	7,177.93
5	Feb 20	4,557.09	6,598.33	11,155.42
6	Mar 20	7,339.18	9,061.45	16,400.63
7	Apr 20	11,006.64	12,199.38	23,206.02
8	May 20	9,114.60	9,952.98	19,067.58
9	Jun 20	11,975.62	11,987.46	23,963.08
10	Jul 20	12,054.88	10,973.97	23,028.85
11	Aug 20	12,107.23	11,758.79	23,866.02
12	Sep 20	12,078.35	12,276.11	24,354.46
Total		102,241.94	118,198.96	220,440.90

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Oct 19	1,747.88	346.30
2	Nov 19	1,221.77	242.06
3	Dec 19	912.27	180.74
4	Jan 20	572.55	113.44
5	Feb 20	922.35	182.74
6	Mar 20	1,485.45	294.30
7	Apr 20	2,227.74	441.36
8	May 20	1,844.79	365.50
9	Jun 20	2,423.86	480.22
10	Jul 20	2,439.96	483.40

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11	Aug 20	2,450.50	485.50
12	Sep 20	2,444.65	484.34
Total		20,693.77	4,099.90

C. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)

No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	A	RSPO PO 1000003234	164.67	-
2	B	RSPO PK 5000006090	-	3,059.13
Total			164.67	3,059.13

D. Records of CPO & PK Sold under other schemes since the last audit (if any)

No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
Nil	n/a	n/a	n/a	n/a

E. Records of CPO & PK Sold as conventional since the last audit (if any)

No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	A	-	1,028.10
2	B	19,987.98	-
Total		19,987.98	1,028.10

F. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)

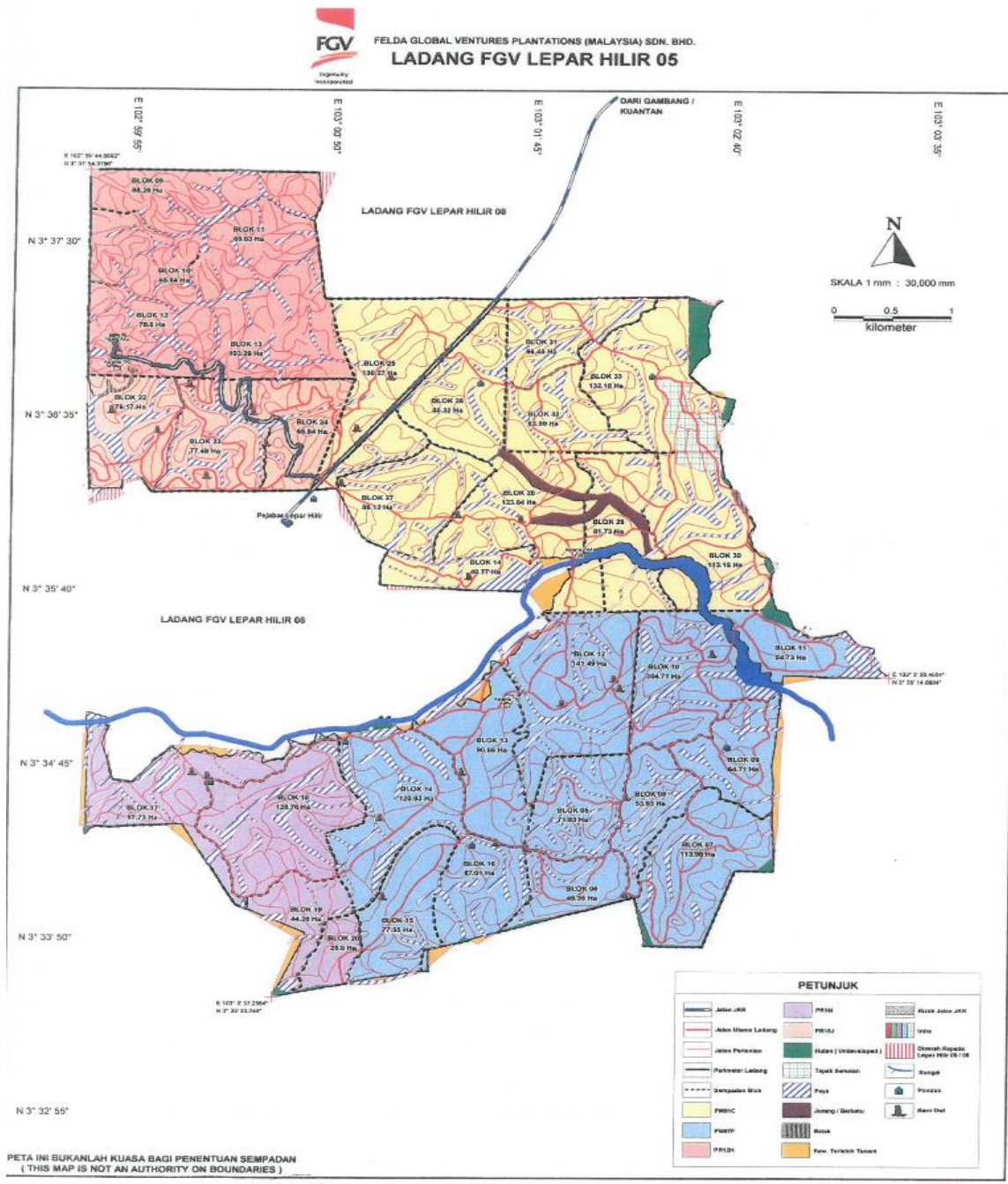
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
Nil	n/a	n/a	n/a

Appendix E: Location Map of Certification Unit and Supply bases

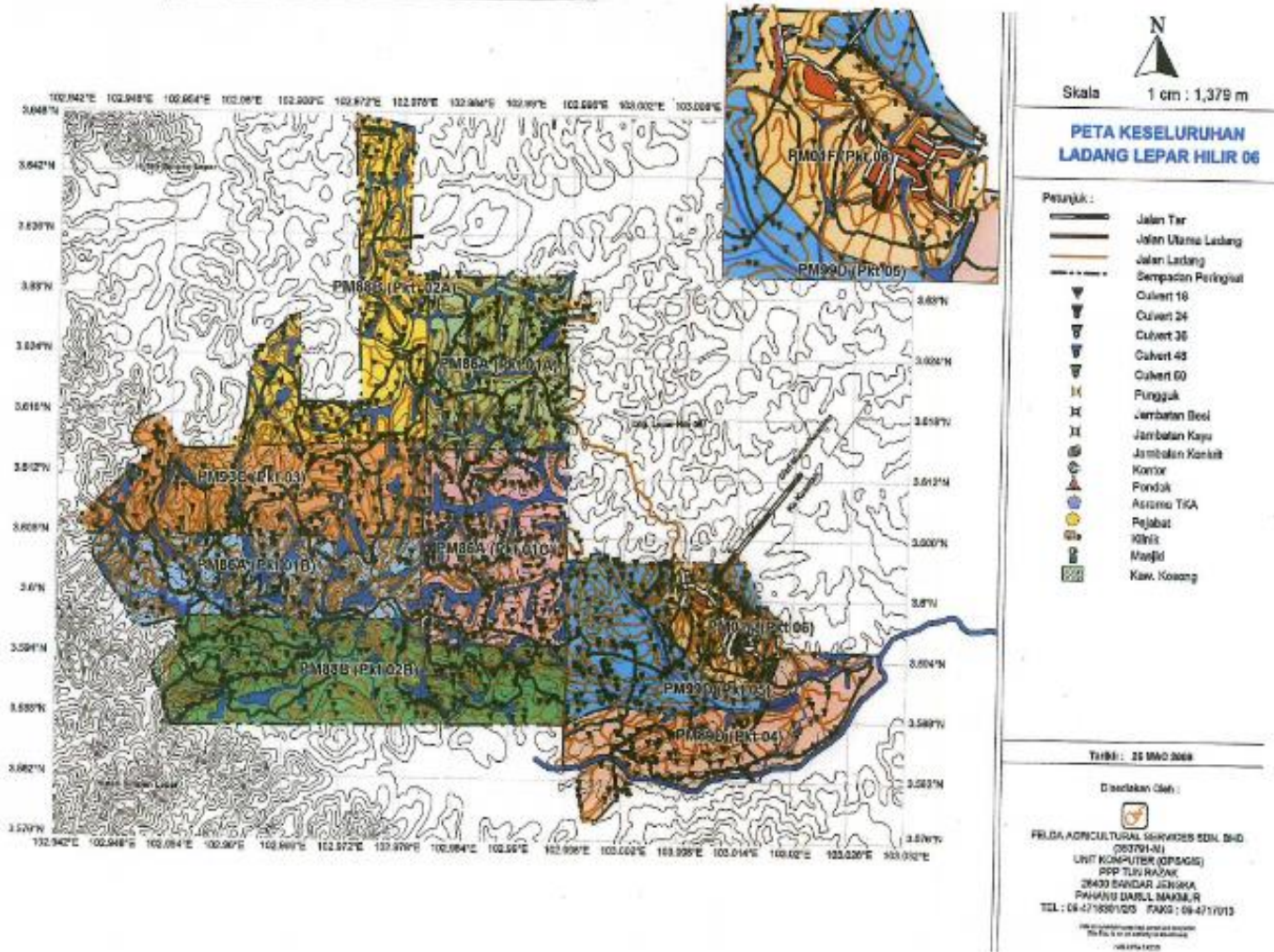


Appendix F: Estate Field Map

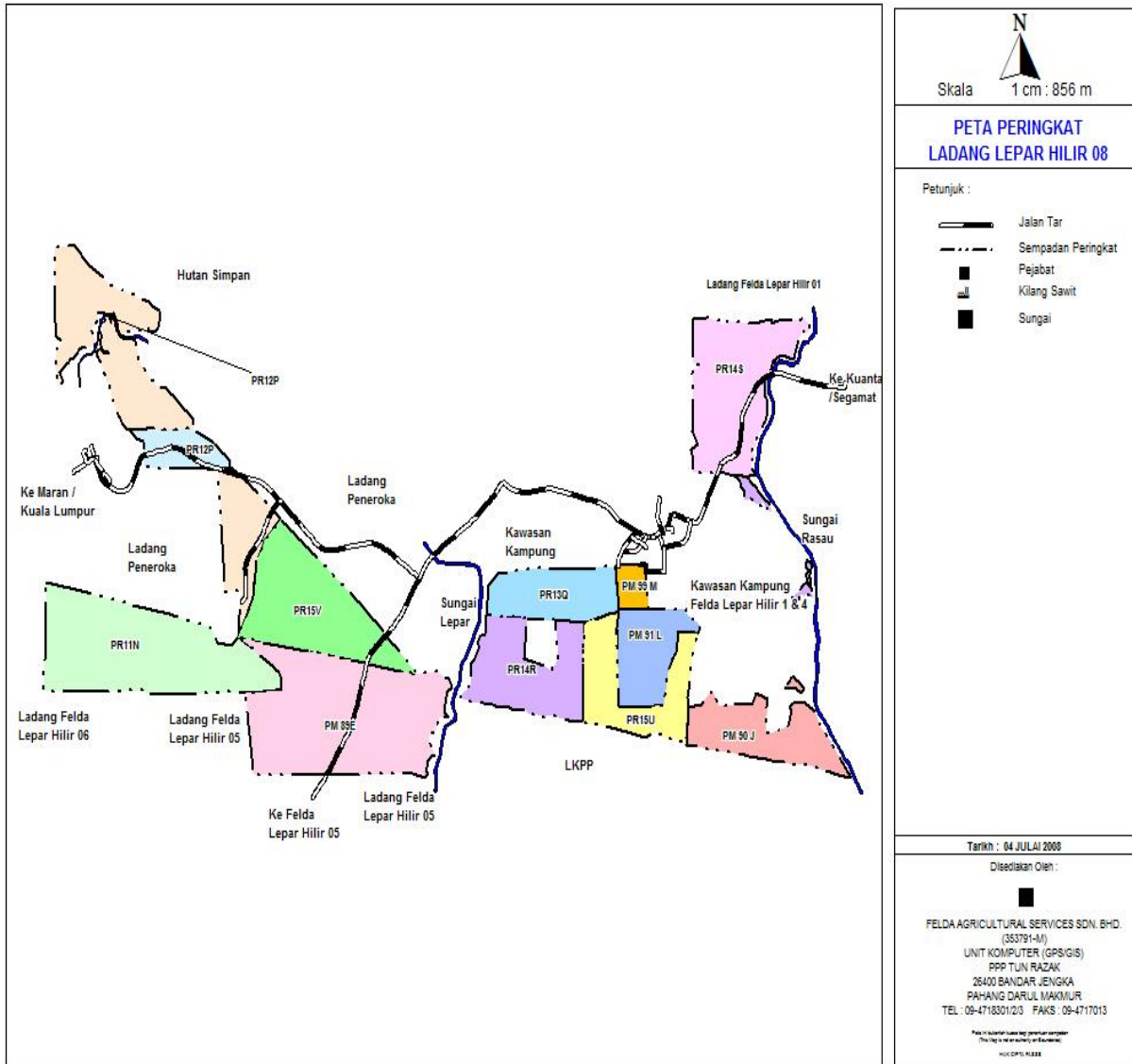
FGV Lepar Hilir 05 Estate



FGV Lepar Hilir 06 Estate



FGV Lepar Hilir 08 Estate



Appendix G: List of Smallholder Sampled

Not applicable.

Appendix H: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
LH	Lepar Hilir
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure