

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company name (Parent Company): FGV Holdings Berhad
Client company Address: Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: Waha Palm Oil Mill and supply base Location of Certification Unit: FGV Palm Industries Sdn Bhd Kilang Kelapa Sawit Waha, Jalan Rusa Felda Simpang Waha, 81907 Kota Tinggi Johor, Malaysia
Date of Final Report: 02/08/2021

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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	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 Kilang Sawit Waha		
Location / Address	Certification unit : FGV Palm Industries Sdn Bhd - Kilang Sawit Waha, Jalan Rusa Felda Simpang Waha 81907 Kota Tinggi, Johor, Malaysia		
Website	www.fgvholdings.com		
Management Representative	Mr Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27891338	Facsimile	+603 2789 0001

2. Certification Information			
Certificate Number	RSPO 693243	Date of First Certification	22/02/2019
		Certificate Start Date	22/02/2019
		Certificate Expiry Date	21/02/2024
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the assessment was to conduct an annual surveillance assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
Assessment Cycle	<input type="checkbox"/> Initial Assessment <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Annual Surveillance Assessment (RA 1 ; ASA 2) <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 693232	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services Malaysia Sdn Bhd	20/05/2024
MSPO 693234	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services Malaysia Sdn Bhd	20/05/2024
MSPO SCCS-TCI-002-2020	MSPO SCCS 2018	Trans Certification International (TCI)	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Waha Palm Oil Mill	Kilang Sawit Waha, Jalan Rusa Felda Simpang Waha, 81907 Kota Tinggi, Johor	1° 47' 29.90" N	104° 4' 27.55" E
FGVPM Bukit Aping Selatan	Pejabat Ladang FGVPM Bukit Aping Selatan, D/A Felda Bukit Waha, 81900 Kota Tinggi, Johor	1° 45' 21.89" N	104° 4' 22.58" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Aping Selatan	851.96	0.00	236.85	1088.81	78.00%
Total	851.96	0.00	236.85	1088.81	78.00%

6. Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Bukit Aping Selatan	0.00	235.96	616.00	0.00	0.00	851.96	0.00
Total (ha)	0.00	235.96	616.00	0.00	0.00	851.96	0.00

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7. Certified Tonnage of FFB (Own Certified Scope)				
Estate	Tonnage / year			
	Estimated (Feb 2020-Jan 2021)	Actual (Jan 2020 - Feb 2021)		Forecast (Feb 2021 – Jan 2022)
		Previous license period (Jan 2020)	Current license period (Feb 2020 - Feb 2021)	
FGVPM Bukit Aping Selatan	13,252.00	1,045.26	13,907.11	17,230.00
Total	13,252.00	14,952.37		

8. Certified Tonnage of FFB (from other certified unit(s))				
Estate	Tonnage / year			
	Estimated (Feb 2020-Jan 2021)	Actual (Jan 2020 - Feb 2021)		Forecast (Feb 2021 – Jan 2022)
		Previous license period (Jan 2020)	Current license period (Feb 2020 - Feb 2021)	
N/A		N/A	N/A	
Total				

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Independent FFB Supplier	Tonnage / year			
	Estimated (Feb 2020-Jan 2021)	Actual (Jan 2020 - Feb 2021)		Forecast (Feb 2021 – Jan 2022)
		Previous license period (Jan 2020)	Current license period (Feb 2020 - Feb 2021)	
FFB Supplier	N/A	38,746.66	275,705.44	N/A
Total	N/A	294,786.50		N/A

10. Certified Tonnage				
Mill Capacity: 54 MT/hr	Estimated (Feb 2020-Jan 2021)	Actual (Jan 2020 - Feb 2021)		Forecast (Feb 2021 – Jan 2022)
	FFB (mt)	FFB (mt)		FFB (mt)
		Previous license period	Current license period	

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	13,252.00	(Jan 2020)	(Feb 2020 - Feb 2021)	17,230.00
		1,045.26	13,907.11	
		14,952.37		
	CPO (OER: 21.64 %) (mt)	CPO (OER: 20.43 %) (mt)	CPO (OER: 20.76 %) (mt)	CPO (OER: 21.44 %) (mt)
	2,867.73	213.63	2,864.63	3,694.11
	PK (KER: 5.50 %) (mt)	PK (KER: 4.89 %) (mt)	PK (KER: 5.05 %) (mt)	PK (KER: 5.40 %) (mt)
728.86	51.14	661.04	930.42	
TOTAL	N/A			N/A

Notes:

FFB Production Feb 2020 – Jan 2021: 13211.07 tons
 CPO Production Feb 2020 – Jan 2021: 2715.08 tons
 PK Production Feb 2020 – Jan 2021: 661.04 tons

11. Actual Sold Volume (CPO)					
Current License period (Feb 2020 - Feb 2021)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	0.00	0.00	2,096.00	2,096.00
Previous License period (Jan 2020)					
CPO (MT)	0.00	0.00	0.00	0.00	0.00

Remarks: 2,096.00 tons sold as conventional, 100.00 tons has been sold as credits.

12. Actual Sold Volume (PK)					
Current License period (Feb 2020 - Feb 2021)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
PK (MT)	578.77	0.00	0.00	0.00	578.77
Previous License period (Jan 2020)					
PK (MT)	0.00	0.00	0.00	0.00	0.00

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13. Independent Smallholders Certification Claims		
	Credit	Physical Volume (MT)
IS-CSPO	0.00	0.00
IS-CSPKO	0.00	0.00
IS-CSPKE	0.00	0.00

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 10 – 12/03/2021. The audit programme is included as Section 2.3. Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat – RSPO P&C On-site & Remote Audits dated 24th March 2020. The remote audit was conducted on 20 – 21/-1/2021.

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.

Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely. The Critical NC close remote assessment was conducted on 25/05/2021.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 for RSPO P&C 2018 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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.5.

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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)
FGVPISB Waha Palm Oil Mill	√	√	√	√	√
FGVPM Bukit Aping Selatan	√	√	√	√	√

Tentative Date of Next Visit: March 7, 2022 - March 9, 2022

Total No. of Mandays: 9 Mandays

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>
Muhammad Fadzli Masran	Team Leader	He holds Bachelor Degree in Forestry Science, graduated from 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 ISO 9001 and ISO 14001 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. Fluent in Bahasa Malaysia and English Language. During this assessment, he assessed on the aspects of legal, safety, environmental & biodiversity, and agriculture best practices
Muhamad Naqiuddin Mazeli	Team Member	He hold Bachelor of Science Horticulture at University Putra Malaysia. He has 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, he managed, implement and monitors the RSPO, ISCC, MSPO and ISO9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO, MSPO and other

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		certifications where applicable to the operations during previous company. He is a trained as Safety and Health Officer, Food Safety System (FSSC and ISO 22000) for Mill and refineries, ISO 9001, ISO 45001 and already attend HCV training with Proforest. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, and workers and stakeholders consultation. He is fluent in Bahasa Malaysia and English languages.
Hu Ning Shing	Team Member	She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. She is fluent in Bahasa Malaysia and English languages. During this assessment, she assessed on the aspects of social, legal, workers & stakeholders consultation and SCC for CPO mill.

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

On-site Audit Plan

Date	Time	Subjects	(MFM)	(MNM)	(HNS)
Tuesday, 09/03/2021	PM	Audit Team Travelling	√	√	√
Wednesday, 10/03/2021 FGVPM Bukit Aping Selatan	08.30 – 09.00	Opening Meeting: • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan	√	√	√
	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	09.30 – 12.30	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)			√
	12.30 – 13.30	Lunch	√	√	√

Date	Time	Subjects	(MFM)	(MNM)	(HNS)
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√	√
Thursday 11/03/2021 FGVPI Waha Palm Oil Mill	08.30 – 12.30	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√	√
	09.00 – 13.30	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)			√
	12.30 – 13.30	Lunch	√	√	√
	13.30 - 16.30	Lab, weighbridge and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation. RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√	√
Friday 12/03/2021 FGVPI Waha Palm Oil Mill	08.30 – 11.30	Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	11.30 – 12.00	Preparation of audit report	√	√	√
	12.00 – 12.30	Closing Meeting	√	√	√
	PM	Audit Team Travelling to Kuala Lumpur	√	√	√

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Remote Audit Plan

Date	Time	Subjects	ICT Planned	MFM
Tuesday 25/05/2021	08.30 – 09.00	Opening Meeting: Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan	Microsoft Teams, Email, WhatsApp Video call, Teleconference	√
	09.00 – 12.00	Verification on previous Major NC: 1. 2032442-202103-M1 2. 2032442-202103-M2 3. 2032442-202103-M3 Document review – implemented evidence		√
	12.00 – 13.00	Closing Meeting		√

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- FGV Waha Palm Oil Mill and Supply Base 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 time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes, the plan include all current subsidiaries, estates and mills. As per time bound plan FY 2020.	Complied.
Have all the estates and mills certified within five (5) 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 Seriting 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.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. <i>Note:</i>	No. There are no new acquisition.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	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 changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required.	No, changes to the time-bound plan since the last audit.	Complied

Is this consistent with the ACOP reporting?																													
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied																											
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There were no failures to proceed with implementation of the plan.	Complied																											
Un-Certified Units or Holdings																													
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 7 LUCA submitted to RSPO and all of them have been passed with no concept note or compensation plan required. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV already brief this issue to RSPO secretariat. As per time bound plan.	Complied																											
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>New plantings since January 1st 2010 involved the following areas:</p> <table border="1"> <thead> <tr> <th>Area</th> <th>Hectare</th> <th>Status</th> <th>References</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/hcvchegar-perah-02-estate-bukit-sagu08-estate-tembangau-05-estateselendang-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/hcvladang-tawai-1-and-ladang-tawai-2fgvp-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/feldaglobal-venture-miri-division-sarawakstate-malaysia/</td> </tr> </tbody> </table> <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>	Area	Hectare	Status	References	FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	https://hcvnetwork.org/reports/hcvchegar-perah-02-estate-bukit-sagu08-estate-tembangau-05-estateselendang-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/hcvladang-tawai-1-and-ladang-tawai-2fgvp-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/feldaglobal-venture-miri-division-sarawakstate-malaysia/	Complied
Area	Hectare	Status	References																										
FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	https://hcvnetwork.org/reports/hcvchegar-perah-02-estate-bukit-sagu08-estate-tembangau-05-estateselendang-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/hcvladang-tawai-1-and-ladang-tawai-2fgvp-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/feldaglobal-venture-miri-division-sarawakstate-malaysia/																										
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement	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	Complied																											

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Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	FGV ie. Felda with a total of 7 Management Units with potential liability and all 7 LUCAs been submitted and completed its review.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	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 for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Yes, there have positive assurance statement from internal certification unit. Yes, at the current status only 34 complexes already have internal audit in year 2018/2019. Seen the internal audit done by Sustainability Compliance and Certification Department(SCCD).	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	No Critical (Major) non-compliance raised against these criteria during last internal audit.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholder comments are recorded in Stakeholder report 2018. No negative comment from stakeholder. Suggestion and recommendation from stakeholders were taking into consideration.	Complied

3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	FGVPISB Waha POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Waha POM.	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 Five (5) Critical; two (2) Minor nonconformities and no Opportunity For Improvement raised. The FGV Waha Palm Oil Mill and Supply Base Certification unit submitted Corrective Action

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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 #	2013042-202101-M1	Clause & Category (Critical / Minor)	3.4.3 - Critical
Date Issued	21/01/2021	Due Date	21/04/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/03/2021
Statement of Nonconformity:	The social management plan was not reviewed and updated regularly in a participatory way as per SOP.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	i) The management plan is last reviewed on 22/02/2018 in Bukit Aping Selatan Estate and is not reviewed before 2 years as stated in the procedure <i>Penilaian Impak Sosial (SIA)</i> with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.5.4. ii) Besides, the issues raised during the stakeholder meeting conducted on 20/12/2020 in Bukit Aping Selatan Estate was not incorporated into the management plan as per the SOP.		
Corrections:	1. Updating and prepare on action plan within 2 years included on issued raised during the stakeholder meeting conducted on 20/2/2020 in Bukit Aping as well. 2. Conducting SIA assessment by year 2021 as per new SIA SOP by Sustainability Officer		
Root Cause Analysis:	No capturing on issued raised during the stakeholder meeting conducted on 20/2/2020 in Bukit Aping as well as no updating new management plan within 2 years as per SOP due to no monitoring from management.		
Corrective Actions:	The management to monitor and discuss this issue in a periodic management meeting every 6 months		
Assessment Conclusion:	Major NC Close Out Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely. Evidence reviewed as follows: The operating units has conducted Social Impact Assessment for 2021 as per Social Impact Assessment Report, Kompleks Waha (FGVPI Kilang Kelapa Sawit Waha and FGVPMLadang Sawit Bukit Aping Selatan) rev. 2-January 2021 by the Sustainability Compliance & Certification Department. Refer report no. SIA Komplek FGV Waha/2021. base on the SIA conducted, the operating units has		

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	<p>established Social Mitigation Improvement plan as per "Lampiran 3 : Pelan Mitigasi Syor Penambahbaikan Impak Sosial (Negatif) di Ladang sawit FGVPM Bukit Aping Selatan".</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 21/04/2021. The effectiveness of implementation will be assessed during next assessment.</p>
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Non-conformity			
NCR Ref #	2013042-202101-M2	Clause & Category (Critical / Minor)	6.2.3 - Critical
Date Issued	21/01/2021	Due Date	21/04/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/03/2021
Statement of Nonconformity:	There is no evidence of legal compliance to the Employment Act 1955 was sighted.		
Requirement Reference:	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.		
Objective Evidence:	<p><u>Waha POM:</u></p> <p>Sighted punch card and summary of overtime for one of the female workers (Employee No.: 1212205) in Waha POM has worked until 10.15pm on 31/12/2020. The mill does not have the approval from the authority to allow female workers to work at night. This is not complied with Employment Act 1955, Section 34(1).</p> <p><u>Bukit Aping Selatan Estate:</u></p> <p>i) Reviewed the payslip for contractor’s workers (Hudin Enterprise – I/C No.: 911026-01-64XX) found that the payment of wages was made on 11th of the following month which is later than 7th of the following month as per Employment Act 1955, Section 19 (1).</p> <p>ii) Bukit Aping Selatan Estate has engaged contractors for various activities. Sampled the workers’ payslips for the contractors as below:</p> <p>Hudin Enterprise:</p> <ul style="list-style-type: none"> • I/C No.: 911026-01-6447 (Driver transporting FFB) <p>Reviewed the payslips and Daily Entry Contract for September and December 2020 found that he has worked on the rest day on 25/09/2020, 11/12/2020 and work on public holiday on 16/09/2020 (Malaysia Day). However, he did not pay as per the Employment Act 1955 for work on rest day (Section 60(30)(a) and work on public holiday (Section 60D(3)(a)(i).</p>		
Corrections:	<p>Immediate Action:</p> <p>Waha POM:</p> <p>Mill to apply the JTK permit for female work on nightshift.</p>		

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	<p>FGVPM Bukit Aping Selatan:</p> <p>i) Management to ensure all workers in comply with employment act especially on payment of wages on every 7th of the following month</p> <p>ii) Management to ensure all workers in comply with employment act especially pay the worker who work on public holiday and rest day.</p>
Root Cause Analysis:	No monitoring and enforcement from Management and person in charge to comply with the legal issues .
Corrective Actions:	<p>Waha POM:</p> <p>1. Letter of Instruction from management to the AM and officers appointed for review & legal changes to ensure that every legal requirement in the legal register is reviewed and fully enforced by periodically every 6 months.</p> <p>2..The management should conduct training and provide information on the duties / responsibilities on compliance and legal register.</p> <p>FGVPM Bukit Aping Selatan:</p> <p>1) The person incharge needs to ensure that employment contract are complied with for each worker.</p> <p>2)Letter for Instruction from the management, so that all person in charge will responsible on compliance and legal register</p>
Assessment Conclusion:	<p>Major NC Close Out</p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence verified</p> <p>The Mill and Estate Management has appointed the Assistants Managers as Person Responsible to monitor the legal compliance in the operating units as per appointment letter dated 10/02/2020. In the appointment letter stated the Job Description of the Person Responsible including to ensure the mill, estate and contractors comply with all legal and requirements applicable.</p> <p>The mill has applied for Woman Working at Night Permit from Labour Department as per letter no. (31) 4058/WH/840A/13 dated 24/01/2021. However, the application has yet to be approved by the Labour Department. While waiting for the approval, the mill management has issued internal memo to prohibit all woman workers to work at night after 10.00 p.m as per memo with ref. no (12) 4058/WH/840/02 dated 18/01/2021. The mill has conduct briefing regarding the matters to all related personnel on 18/01/2021.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 21/04/2021. The effectiveness of implementation will be assessed during next assessment.</p>

Non-conformity			
NCR Ref #	2032442-202103-M1	Clause & Category	3.4.3 - Critical

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		(Critical / Minor)	
Date Issued	12/03/2021	Due Date	10/06/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	25/05/2021
Statement of Nonconformity:	The environmental management plan was not effectively implemented		
Requirement Reference:	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	Sighted during site visit at Waha palm Oil Mill, there evidence of the Environmental management plan was not effectively implemented at area as follows: 1. At diesel tank area, there is evidence of diesel spillage at the vehicle refuelling area. 2. There is storage area at the workshop to store items such as chemical, paint and lubricant oil left without spillage prevention. 3. There is evidence of lubricant spillage under contractor lorry at the vehicle/machinery repair area.		
Corrections:	1) Management to conduct weekly basis on lubricant store, diesel tank area and provide picture before and after at cleaning program at store and other workstation. 2) Appoint person in charge to conduct weekly basis for workstation inspection		
Root Cause Analysis:	WAHA POM: No monitoring and enforcement from Management and person in charge to monitor the spillage of lubricant.		
Corrective Actions:	Management to meeting on environmental management to workers every 6 months.		
Assessment Conclusion:	Major NC Closed Out Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely. Evidence reviewed The mill has conducted cleaning and resurfacing at the diesel skid tank and lubricant store area. All vehicle are required to used drip tray during refuelling diesel at skid tank area The mill has install additional bund for spillage prevention at the storage area at the workshop. The mil has upgraded the drainage system and collection sump at the diesel skid tank area to prevent diesel spillage. The mill has appointed Operation Supervisors, Store Clerk, Asst. Store Clerk and Foreman as person responsible to monitor and conduct inspection at the diesel and lubricant store as per appointment letter dated 04/01/2021 Spillage monitoring was conducted on weekly basis and recorded in "Rekod Pemantauan Diesel" for. Reviewed the monitoring records for the month of March till May 2021.		

	<p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p>
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Non-conformity			
NCR Ref #	2032442-202103-M2	Clause & Category (Critical / Minor)	7.3.3 - Critical
Date Issued	12/03/2021	Due Date	10/06/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	25/05/2021
Statement of Nonconformity:	Open fire was used for waste disposal.		
Requirement Reference:	The unit of certification does not use open fire for waste disposal.		
Objective Evidence:	<p>During site visit to the housing complex of Waha POM found burning of trashes at several spots in Block H's houses specifically at Block H8, H9, H10, H12 and near to the football field.</p> <p>Previous minor non-conformance NCR Ref# 1871591-202001-N1 did not close effectively and thus, the non-conformance escalated to major non-conformance.</p>		
Corrections:	<p>1) Management to conduct weekly basis on linesite inspection and provide picture before and after at cleaning program linesite inspection</p> <p>2) Appoint person in charge to conduct weekly basis on linesite inspection</p>		
Root Cause Analysis:	No monitoring on zero burning for workers due to lack of awareness conducted as well as no monitoring on weekly inspection for linesite inspection by management		
Corrective Actions:	<p>1) Appoint person incharge for management to monitor the issue of disposal of solid / domestic wastes by regular monitoring every 6 months by Person in charge.</p> <p>2) Management to conduct awareness on domestic waste management as well as zero burning to workers every 6 months.</p> <p>3) To conduct training for worker regarding zero burning</p>		
Assessment Conclusion:	<p>Major NC Closed Out</p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed</p> <p>The mill has appointed persons responsible to monitor incident of open burning at the housing area as per appointment letter dated 04/01/2021. The mill monitored the incident of open burning on weekly basis and recorded in</p>		

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	<p>"Rekod Pemantauan Pembuangan Sisa Pepejal/Sampah". Reviewed the monitoring records for the month of March till May 2021.</p> <p>The mill has conducted training on prohibition of open burning on 30/04/2021. Signboard and posters on prohibition of open burning was erected at the mill and linsite area.</p> <p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021. The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p>
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Non-conformity			
NCR Ref #	2032442-202103-M3	Clause & Category (Critical / Minor)	7.3.2 - Critical
Date Issued	12/03/2021	Due Date	10/06/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	25/05/2021
Statement of Nonconformity:	Proper disposal of waste material was not demonstrated effectively.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>FGV has developed Pengurusan Pelupusan Sisa Domestik procedure (Doc. No.: FGV/ML-1A/L2-Pr23, Rev. 2 dated 01/04/2019) to ensure all the domestic wastes generated from housing, office and mill are handling appropriately to minimize the impact towards health and environment. During site visit to the housing complex (Block H) in Waha POM found the that the domestic wastes are not disposed according to the procedure. Recycle wastes such as plastic bottles and plastic bag, and other wastes such as pillow, old bicycle and sofa were found disposed around the houses and some dumped into man-made dump pit next to the block H7, H8, H9, H10 and next to the football field.</p>		
Corrections:	<p>1) Prepare the document on waste management based on sources of waste and how to manage the disposal of waste responsibly.</p> <p>2) Record all the types of waste management and mechanism to dispose the waste based on waste types eg (SW, Solid waste and domestic waste)</p>		
Root Cause Analysis:	Mill management not prepare and monitor on waste management plan due to changes on person in charged.		
Corrective Actions:	<p>1) Appointment letter for new person in charge.</p> <p>2) Continuous training on monitoring waste management to new person in charge.</p> <p>3) Evidences from mill how to dispose the waste according waste management developed.</p>		
Assessment Conclusion:	Major NC Closed Out		

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	<p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed</p> <p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021. The mill has appointed persons responsible to monitor domestic waste collection at the housing area as per appointment letter dated 04/01/2021. The mill monitored the domestic waste collection on weekly basis and recorded in "Rekod Pemantauan Pembuangan Sisa Pepejal/Sampah". Reviewed the monitoring records for the month of March till May 2021.</p> <p>The Mill has appointed the contractor to handle the domestic waste collection as per "Surat Perintah Kerja" with ref. no. 3301468899/1301118881.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p>
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Non-conformity			
NCR Ref #	2032442-202103-N1	Clause & Category (Critical / Minor)	4.2.2 - Minor
Date Issued	12/03/2021	Due Date	Next Assessment
Closed (Yes / No)	No	Date of nonconformity Closure	Next Assessment
Statement of Nonconformity:	Complaint procedure was not effectively implemented.		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	Interviewed with workers in Bukit Aping Selatan Estate found that they had lodged complaint to the person in charge regarding the malfunction of fan in Block A hostel. They informed that they have lodged the complaint more than a month. However, no action has been taken. Document reviewed on the complaint and grievance book was not found any record related to the issue mentioned lodged into the book.		
Corrections:	Compile details on grievances and evidences		
Root Cause Analysis:	Management were not recorded resolved issue due to no awareness conducted to person in charge regarding grievances acceptance.		
Corrective Actions:	Awareness training for person in charge for how to handle grievances according SOP.		
Assessment Conclusion:	The corrective action plan submitted were found adequate. The effectiveness implementation of the corrective action plan will be assessed during next assessment		

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Non-conformity			
NCR Ref #	2032442-202103-N2	Clause & Category (Critical / Minor)	7.11.3 - Minor
Date Issued	12/03/2021	Due Date	Next Assessment
Closed (Yes / No)	No	Date of nonconformity Closure	Next Assessment
Statement of Nonconformity:	The engagement on fire prevention and control measures with adjacent stakeholders were not effectively implemented.		
Requirement Reference:	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		
Objective Evidence:	Bukit Aping Selatan Estate There is evidence of open burning activity done by the smallholders at area adjacent to P10P. However, there is no evidence of monitoring and reporting been done to relevant authorities been made by the estate.		
Corrections:	1. Estate management to conduct an awareness session stakeholder adjacent on zero burning policy		
Root Cause Analysis:	Lack of supervision & awareness to the staff and workers on open burning activity by stakeholder adjacent due to lack of communication with stakeholder adjacent.		
Corrective Actions:	1) Management to conduct awareness on domestic waste management as well as zero burning to workers/stakeholder every 6 months. 2) Appoint person in charge for management to monitor the issue of zero burning 3) need to communicate with the stakeholder adjacent to estate program especially on environmental issues by email and discussion periodically.		
Assessment Conclusion:	The corrective action plan submitted were found adequate. The effectiveness implementation of the corrective action plan will be assessed during next assessment		

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good commitment from the management
PF 2	Good document upkeep and retrieval

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1871591-202001-M1	Clause & Category (Major / Minor)	6.2.4 (Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	31/03/2020
Statement of Nonconformity:	<p>The implementation of housing area inspection was insufficient according to requirement under Workers Minimum Housing & Amenities Act 1990; Para 23. Weekly inspection of worker’s housing; (1) It shall be the duty of the employer of a place of employment where workers and their dependents are provided with housing accommodation to ensure that –</p> <p>the area surrounding the workers’ housing is kept clear of undergrowth and maintained in a clean and sanitary condition;</p> <p>the perimeter drains around each dwelling or block of dwellings including all outlet drains are kept in a good state of repair and clear of refuse or undergrowth to permit free flow of water;</p> <p>all refuse in the housing site is collected daily and disposed of satisfactorily</p>		
Requirement Reference:	<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>		
Objective Evidence:	<p>FGVPI Waha Palm Oil Mill: Visit to FGVPI Waha POM workers housing area found that at each FGVPI Waha POM housing line, as a sample housing line for House # H1 & H12, there’s a pit located near the house been used for waste dumping that was not properly managed. The outlet drain also found not clear of undergrowth to permit free flow of water.</p>		
Corrective Actions:	<p>Appoint person in charge for management to monitor the issue of disposal of solid / domestic wastes by regular monitoring every 6 months by Person in charge.</p>		
Assessment Conclusion:	<p><u>ASA 2 Verification</u> Linesite inspection was conducted once a week by the staff in Bukit Aping Selatan Estate using the checklist of <i>Pemeriksaan Harian Kawasan Asrama/ Rumah Pekerja Asing</i>. Issues found were recorded in the checklist with action plan and person to be responsible. Verified there is no recurrence of the non-conformity. Thus the non-conformity is remain closed.</p>		

Non-conformity

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NCR Ref #	1871591-202001-M2	Clause & Category (Major / Minor)	2.1.1(Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	31/03/2020
Statement of Nonconformity:	The evidence of compliance with some legal [ref: Jadwal Pematuhan (License No.:004743, validity 1/7/2019-30/6/2020)] was not adequately demonstrated		
Requirement Reference:	The Unit of certification complies with applicable legal requirements.		
Objective Evidence:	The EFB leachate from the stockyard located just beside the mill premise was not channelled to the effluent treatment plant as required in item 11.2 of the Jadwal Pematuhan.		
Corrective Actions:	1) Appoint person in charge for management to monitor the issue of leachate & DOE compliance by regular monitoring every 6 months by Person in charge. 2) Discussion and sending notice with the plantation management of FGVPM and outsource supplier for reuse of EFB to reduce EFB quantity at mill		
Assessment Conclusion:	<u>ASA 2 Verification</u> Verified during onsite visit at the EFB yard the leachate from the yard has been channelled into the effluent pond as per required in DOE Compliance Scheduled. Verified there is no recurrence of the non-conformity. Thus the non-conformity is remain closed.		

Non-conformity			
NCR Ref #	1871591-202001-N1	Clause & Category (Major / Minor)	7.3.3 (Minor)
Closed (Yes / No)	No	Date of nonconformity Closure	25/05/2021
Statement of Nonconformity:	Open fire was used for waste disposal		
Requirement Reference:	The unit of certification does not use open fire for waste disposal		
Objective Evidence:	During the site visit at the workers housing of Waha POM, several piles of burnt rubbish were seen in few dumping pits nearby the housing area		
Corrective Actions:	1) Appoint person in charge for management to monitor the issue of disposal of solid / domestic wastes by regular monitoring every 6 months by Person in charge. 2) Management to conduct awareness on domestic waste management as well as zero burning to workers every year		
Assessment Conclusion:	The minor non-conformance did not close effectively and thus, the non-conformance escalated to major non-conformance. Refer Major NC ref no. 2032442-202103-M2		

Opportunity for Improvement	
OFI#	Description
OFI 1	N/A

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Major / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1652907-201804-M1	Major	4.6.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M2	Major	4.6.5	19/07/2018	Closed out on 3/1/2019
1652907-201804-M3	Major	4.7.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M4	Major	4.7.4	19/07/2018	Closed out on 3/1/2019
1652907-201804-M5	Major	4.8.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M6	Major	8.1.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M7	Major	5.1.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M8	Major	5.3.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M9	Major	5.2.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-N1	Minor	4.5.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N2	Minor	4.8.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N3	Minor	4.5.3	19/07/2018	Closed out on 8/1/2020
1652907-201804-N4	Minor	4.7.5	19/07/2018	Closed out on 8/1/2020
1652907-201804-N5	Minor	5.6.3	19/07/2018	Closed out on 8/1/2020
1871591-202001-M1	Major	6.2.4	08/01/2020	Closed out on 31/3/2020
1871591-202001-M2	Major	2.1.1	08/01/2020	Closed out on 31/3/2020
1871591-202001-N1	Minor	7.3.3	08/01/2020	Upgraded to Major NC. Refer 2032442-202103-M2
2013042-202101-M1	Major	3.4.3	21/01/2021	Closed on 21/04/2021
2013042-202101-M2	Major	6.2.3	21/01/2021	Closed on 21/04/2021
2032442-202103-M1	Major	3.4.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M2	Major	7.3.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M3	Major	7.3.2	12/03/2021	Closed on 25/05/2021
2032442-202103-N2	Minor	4.2.2	12/03/2021	"Open"
2032442-202103-N2	Minor	7.11.3	12/03/2021	"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 FGV Waha Palm Oil Mill and Supply Base 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	
Internal Stakeholders Field workers Mill workers NUPW representative Gender committee General workers	Union/Contractors Felda Bukit Easter Representative Hudin Enterprise
Government Departments SK Bandar Easter	NGO N/A

Stakeholders comment	
1	Feedbacks: Headmaster, SK Bandar Easter – He has informed that the relationship between the school and the management was well maintained. No complaint towards the management.
	Management Responses: The management will continue to maintain good relationship with the stakeholders.
	Audit Team Findings: No further issues.
2	Feedbacks: Contractor – They informed that he has signed an agreement prior to provide services to the company. They understood the terms and conditions stated in the agreement and there was no issue on the payment. They understood the complaint procedure.
	Management Responses: Noted on the information.

	<p>Audit Team Findings: No further issue.</p>
3	<p>Feedbacks: Gender Committee Representatives – They informed that no sexual harassment case report. They were briefed on the complaint procedure and aware on how to lodge complaint if there is any case. They were treated equally without any discrimination of gender.</p>
	<p>Management Responses: The management will monitor if there is any case.</p>
	<p>Audit Team Findings: No other issue.</p>
4	<p>Feedbacks: Workers – They informed that their wages are paid according to Minimum Wage Order 2020. There was no discrimination report and the management treated everyone equally. Overtime was based on voluntarily basis. The female worker informed that there was no sexual harassment and violence case report. However, complaint on housing defect was reported a month ago but no action taken from the management.</p>
	<p>Management Responses: Noted on the information.</p>
	<p>Audit Team Findings: Non-conformance was raised under Clause 4.2.3.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable since the land is belonged to FELDA. Based on the land title, the land is belonged to FELDA (government land) and FELDA land was leased to FGV. Based on stakeholder consultation, there is no land encroachment from FGV to other smallholders as a land user in FELDA land too.					


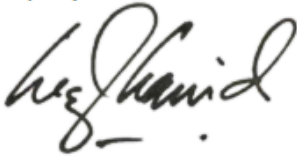
Previous land owner / user comment	
	Feedbacks: N/A
	Management Responses: N/A
	Audit Team Findings: N/A

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.

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Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that FGV Wa Ha Palm Oil Mill and Supply Base has complied with the Malaysia National Interpretation 2019 for RSPO P&C 2018 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 FGV Wa Ha Palm Oil Mill and Supply Base is continued.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<p>Name: Muhammad Fadzli b. Masran</p>	<p>Name: NOROLSAIFUL HAZZRI BIN HAMID</p>
<p>Company Name: BSI Services (M) Sdn. Bhd.</p>	<p>Company Name: FGV HOLDINGS BERHAD</p>
<p>Title: Client Manager</p>	<p>Title: SUSTAINABILITY MANAGER (ENFORCEMENT)</p>
<p>Signature:</p> 	<p>Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
<p>Date: 18/06/2021</p>	<p>Date: 21 JUN. 2021</p>

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Management of Waha POM and Bukit Aping Selatan Estate has issued a memo on 20/01/2020 and 13/01/2020 respectively to all the stakeholders to inform on the list of documents that made available upon request in the office. Besides, the stakeholders have been briefed on the list of documents that can be requested during the stakeholder meeting conducted on 20/12/2020 in Bukit Aping Selatan Estate.</p> <p>List of documents that made publicly available as below:</p> <ol style="list-style-type: none"> 1. Land title 2. OSH plan 3. Environmental and social management plan 4. SEIA report 5. HCV report 6. Complaint and grievance procedure 7. Land dispute procedure 8. Policies such as Human Rights and Group Sustainability 	Complied

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		<p>Policy</p> <p>9. Assessment report of audits</p> <p>Besides, documents such as company's policies, Supplier Code of Conduct and grievance procedure is accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Waha POM has implemented Complaint Book to record any complaint or request from internal and external stakeholders. Action has been taken accordingly to resolve the complaint and request from stakeholders. The complaint book was last updated on 07/01/2021.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>The stakeholders in Bukit Aping Selatan Estate and Waha POM will write in formally to the management if there is any request. This has confirmed through interviewed with stakeholders. As to date, there is no any request from the external stakeholders. The management from Felda Technoplant Sdn Bhd has wrote in to request to borrow the lorry estate and the management has approved the request. Besides, DOSH visit logbook was maintained in the mill to record any issues raised by DOSH officer during inspection.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>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. Briefing of the procedure was conducted on 30/01/2020 to the workers in Waha POM and 02/12/2020 in Bukit Aping Selatan Estate. Briefing to the external stakeholders was conducted on 02/02/2020 in Waha POM</p>	Complied

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		<p>and 10/12/2020 in Bukit Aping Selatan Estate. Seen the records of briefing.</p> <p>Area Quality Surveyor in the mill has been appointed as RSPO Communication Officer by the Manager of Waha POM and appointment letter dated 10/02/2020 was sighted. Role and responsibilities have been detailed in the appointment letter.</p> <p>Assistant Manager of Bukit Aping Selatan Estate has been appointed as communication and social officer to handle social issue in the estate. Appointment letter dated 19/04/2020 was sighted.</p> <p>The last stakeholder meeting was conducted on 30/10/2019 for FGV Palm Industries Waha, Ladang FGVPM Bukit Aping Selatan and others complex once every 5 years. Besides, a Jawatankuasa Permuafakatan Produktiviti Kualiti committee was established in the mill with the external FFB suppliers to discuss issues related to the FFB. The last meeting was conducted on 09/08/2020. Seen the meeting minutes. Besides, a WhatsApp group was activated for the FFB suppliers and the management to discuss on daily for any issue due to Covid-19 pandemic outbreak.</p> <p>Management of Bukit Aping Selatan Estate has conducted a stakeholder meeting on 10/12/2020 with Waha POM, school's representatives, contractors and local communities. Seen the meeting slides and attendance list. There was no issue reported during the meeting</p>	
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Waha POM and Bukit Aping Selatan Estate has established List of Stakeholders where details of the stakeholders such as address, contact person and contact numbers are available in the stakeholder list. Stakeholders comprise of government authorities, suppliers, contractors, local communities, schools and external FFB suppliers.</p>	Complied

Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment with regard to sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</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. AA Sawit Sdn Bhd 2. Koperasi Pembangunan Tersusun Mawai Baru Berhad 3. Riduan bin Hamid 4. Hudin Enterprise 5. Pelangi Mercu Enterprise 	Complied

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		<p>6. Koo Development Construction</p> <p>FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p>	
<p>Principle 2: Operate legally and respect rights</p>			
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>Compliance to each applicable law and regulation is monitored by the operating units. Sighted the sampled evidence of compliancy to the regulation as follows:</p> <p>Waha POM</p> <ol style="list-style-type: none"> 1. MPOB License no. 500171704000. For sell and move, store and processing 192000 ton FFB. Validity period from 010/4/2020 - 31/03/2021 2. DOE’s Compliance Schedule no. AS(B)J 31/152/000/018 Jld.8(25) for license no. 004743. Validity period from 01/07/2020 – 30/06/2021 3. DOE’s Compliance Schedule no. JPLP/PUB/20/005356 Kilang Sawit Waha for contradiction License no. 005356. Validity period from 05/06/2020 – 04/06/2021 	<p>Complied</p>

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		<p>4. River Water Detour and Abstraction license no. 08/A/KT/007. Valid till 31/12/2021</p> <p>5. Permit for Schedule Control Goods (Diesel), permit no. KPDNKK.J.KTG/PERMIT 0092(PD). Validity period from 19/06/2020 – 08/06/2021</p> <p>6. Private Installation License no. 2020/01352. Validity period from 15/06/2020 - 14/06/2021</p> <p>7. Competence person license</p> <p style="padding-left: 20px;">a. CePSWaM Cert no. CePSWaM/209349.</p> <p style="padding-left: 20px;">b. CePPOME Cert. no. CePPOME/217011.</p> <p>Bukit Aping Selatan Estate</p> <p>1. MPOB License no. 616064002000. For sell and move FFB. Validity period from 01/01/2021 -1 31/12/2021.</p> <p>2. Permit for Schedule Control Goods (Diesel and Petrol), permit no. KPDNKK.J.KTG/PERMIT KHAS 0618(PD). Validity period from 09/11/2020 – 08/05/2021</p> <p>FGV Holdings Berhad has obtained approval from <i>Jabatan Tenaga Kerja Semenanjung Malaysia</i> for deduction of wages not more than 50% monthly from the workers. Approval letter with Ref. No.: (6) BHG PU/9/129 dated 10/04/2012 was signed.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The mechanism is guided by Manual Procedure, Evaluation of Compliance to Legal and Other Requirements [FPI/L2/QOSHE-17.0]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register there is a column to record the status of compliance and it</p>	Complied

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		was done by the assistant managers. The report of status of compliance helps the management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	From the site verification, the estate has demarcated the legal boundary with red colour pole, security trenches and fencing as sighted at field P10P adjacent with Sedili Forest Reserve and FELDA Bukit Easter and P08L adjacent with Panti Forest Reserve.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within Waha POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	All contractors and FFB suppliers contracts contains specific clauses on meeting applicable legal requirements as per stated in the Supplier Code of Conduct, FGV Holdings Berhad. Reviewed sampled contracts and Supplier Code of Conducts as follows: 1. Agreement between FFB Supplier with FPISB for AA Sawit Sdn. Bhd dated 01/01/2020. 2. Agreement between FFB Supplier with FPISB for Riduan Hamid dated 01/01/2020	Complied

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>All contractors and FFB suppliers contracts contains specific clauses on disallowing child, forced and trafficked labour and protection of young workers as per stated in the Supplier Code of Conduct, FGV Holdings Berhad. Reviewed sampled contracts and Supplier Code of Conducts as follows:</p> <ol style="list-style-type: none"> 1. Agreement between FFB Supplier with FPISB for AA Sawit Sdn. Bhd dated 01/01/2020. 2. Agreement between FFB Supplier with FPISB for Riduan Hamid dated 01/01/2020 	Complied												
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>															
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill has established information of all directly source FFB and documented in the stakeholder list. In the list contains information such as Company name, MPOB license no., Hectarage, GPS location, Person in Charge, Contact no. Sampled reviewed as follows:</p> <table border="1" data-bbox="1167 1002 1933 1353"> <thead> <tr> <th>Name</th> <th>MPOB License no.</th> <th>Hectarage</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>FELDA Simpang Waha</td> <td>500851702000</td> <td>2340.78 ha</td> <td>1° 45' 32.5" N, 104° 05' 29.4" E</td> </tr> <tr> <td>Riduan bin Hamid</td> <td>414700401000</td> <td>5.26 ha</td> <td>1.5535410, 104.2298280</td> </tr> </tbody> </table>	Name	MPOB License no.	Hectarage	Location	FELDA Simpang Waha	500851702000	2340.78 ha	1° 45' 32.5" N, 104° 05' 29.4" E	Riduan bin Hamid	414700401000	5.26 ha	1.5535410, 104.2298280	Complied
Name	MPOB License no.	Hectarage	Location												
FELDA Simpang Waha	500851702000	2340.78 ha	1° 45' 32.5" N, 104° 05' 29.4" E												
Riduan bin Hamid	414700401000	5.26 ha	1.5535410, 104.2298280												

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		<table border="1"> <tr> <td>Moideen Saidu</td> <td>454247701000</td> <td>27.85 ha</td> <td>1° 51' 8.5"N, 103° 58' 44.6"</td> </tr> <tr> <td>Koperasi Pembangunan, Kg. Tersusun Mawai</td> <td>505793315000</td> <td>136.13 ha</td> <td>1° 51' 04.1 N, 103° 58' 23.3" E</td> </tr> </table>	Moideen Saidu	454247701000	27.85 ha	1° 51' 8.5"N, 103° 58' 44.6"	Koperasi Pembangunan, Kg. Tersusun Mawai	505793315000	136.13 ha	1° 51' 04.1 N, 103° 58' 23.3" E	
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Koperasi Pembangunan, Kg. Tersusun Mawai	505793315000	136.13 ha	1° 51' 04.1 N, 103° 58' 23.3" E								
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>All FFB source was supply by smallholder and Bukit Aping Selatan estate. No indirect sourced FFB been received by Waha POM as per interview and document review verification. The list of smallholder was available and all from Felda.</p>	Complied								
Principle 3: Optimise productivity, efficiency, positive impacts and resilience											
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.											
3.1.1	<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. The document is in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Reviewed 5 years business plan FY 2020 – 2024.</p> <p>For mill, the business plan contains FFB processed, production of CPO, PK and processing cost. The Component of operating expenditure among others includes;</p> <p>i. Process labor, ii. Maintenance external, maintenance parts,</p>	Complied								

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		<p>iii. Consumable, EVIT, iv. Admin cost, v. Labor overhead. For estate the budget contains palm year of planting, age categories, and FFB production. Component of operating expenditure includes:</p> <ol style="list-style-type: none"> 1. Maintenance and supervision <ol style="list-style-type: none"> a. Weeding b. Manuring c. Drain d. Road and bridges e. Water and soil conservation f. Pruning g. Palm sanitation h. boundaries i. Supply j. General supervision 2. FFB Collection <ol style="list-style-type: none"> a. Labour b. Transportation/Evacuation c. Supervision d. Tools <p>Inclusive in the business plan is also Capital Expenditure (CAPEX) among others showing expenditure on replacement and purchase of machinery/equipment. The profit and loss statement were made available prepared by the Regional office.</p>	
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>No replanting program for the next 5 years programmed since the oldest palms were planted in year 2000.</p>	Complied

3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>The operating units conducted management review meetings on annually basis. in the meetings discuss on on safety and health management issue, HIRARC, RSPO and MSPO objective, legal and other requirements, training, awareness and competency, grievances and communications, ERP, monitoring, accidents, incidents, non-conformity and corrective action plan, internal and external audit reports and other matters.</p> <p>Latest management review meeting for was conducted on 02/01/2021.</p>	Complied
<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 operating units has established continuous improvement plan with considerations of environmental and social aspects and impacts. Among the plan established as follows:</p> <ol style="list-style-type: none"> 1. To ensure zero burning practice 2. Employee welfare meeting 3. Conduct beatification activity at housing area 4. Increase numbers of barn owl box for rat control 5. Increase area for cattle grazing 6. Increase area for beneficial plant 7. To use mechanization for grass cutting at harvester path 8. Increase area for subsoil fertiliser application 	Complied

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		<p>9. EFB application in field</p> <p>10. Promote usage of recycle waste</p> <p>11. Prohibition of open burning campaign</p> <p>12. Upgrade infrastructure</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>There's no submission made by FGV 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://rspo.org/members/5855/FGV-HOLDINGS-BERHAD.</p> <p>ACOP 2019 submission has been done on 05/06/2020.</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> <p>Sighted the latest review in Sustainability Palm Oil Manual on procedure for competency, awareness and training dated 01/06/2016.</p>	Complied

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		<p>FGVPISB has established mechanism to monitor the implementation of their procedure by Mill/Plantation Advisor Visit, Agronomist Visit, Mill Quality Control Unit and Audit on compliance to SOP (P&D). The visit conducted on annually basis.</p> <p>The mill processing system is documented in the following documents;</p> <ul style="list-style-type: none"> a) Manual Operasi Kilang Sawit (Palm Oil Mill Operation Manual) first introduced on 02/01/2001 & revised dated 23/10/17 b) Prosedur Kerja Selamat (Safe Working Procedures) c) Manual Alam Sekitar EMS (Environmental Management System Manual) <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, dispatches etc. In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>The SOP for the estates operations are available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> 1. Manual Ladang Sawit LESTARI revision 3 dated 01/09/2017 2. Occupational Safety and Health Guideline dated 01/02/2020 and addition issue dated 12/06/2020 	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	A mechanism to check was accordance to Mill Advisory and a Planting Advisory inspect and report on the operations on annual	Complied

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	- Minor Compliance -	basis. There were other audits by Group internal audit and CDD to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - 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> <ol style="list-style-type: none"> 1. Form for objective Quality, Occupational Health Safety And Environment 2. Management Program Report 3. Employee Competency Review 4. Service Provider Evaluation Form 5. Checklist for internal QOHSEMS audit. <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
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	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected	No new planting activity at FGV W Ha POM and supply bases.	Complied

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	<p>stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Environmental</p> <p>The operating units has conducted Environmental Aspect Impact Identification and Environmental Impact Evaluation as per procedure established.</p> <p>Latest review was conducted on 11/08/2020. All activity with significant impact were identified and documented in Significant Impact Register Form (Estate Operation), ref. no. FGV/FGVPM/F(IMS)/1.7 Pind 0. The estate has established environmental management plan base on assessment conducted.</p> <p>Social</p> <p>SIA was conducted on 20/02/2018 for Waha POM and 22/02/2018 for Bukit Aping Selatan Estate by the Certification & Due Diligence Department (CDD). The methodology of the assessment was through sampling of stakeholders to be interviewed. Positive and negative impacts were identified and incorporated into the Management Plan dated 20/02/2018 and 22/02/2018 respectively.</p>	
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The operating units has conducted SEIA and develop a management plans base on the assessment conducted.</p> <p>Environmental</p> <p>FGV Holding Berhad has documented environmental policy in the Group Sustainability Policy, approved by the Board of Directors dated 17/11/2020. Refer policy no. FGV/SED/POL/001, rev. 3.0. under section 5.3 Protecting the Environment.</p>	<p>Complied</p>

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		<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 in to the environment and documented in the Aspect Identification and Impact Evaluation. Refer form no. FGV/FGVPM/IV/IMS/15/1.6 Pind. The assessment was reviewed at minimum once a year.</p> <p>Environmental management plan was established base on significant impact activities identified and documented in several management plan such as GHG reduction plan, waste management, water management plan and HCV management plan.</p> <p>Social</p> <p>Social Management Plan was developed in Waha POM and Bukit Aping Selatan Estate. The impact/ issue raised during assessment were recorded in the management plan. For eg:</p> <ol style="list-style-type: none"> 1. Impact: The roof in the mosque in mill is broken. <p>Actions to be taken: Take action to construct new mosque.</p> <p>Status: Seen the photo evident of new mosque is constructed. <i>Sijil Siap Kerja</i> by the contractor was sighted. Contract No.: FPISB – 137/2018 was issued for the construction of mosque.</p>	
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	Reviewed the implementation of the management plan as follows: Environmental	Non-compliance

	<p>- Critical (Major) compliance -</p>	<p>The estates visited has conducted assessment on aspects and impacts analysis and established the environmental management plan base on significant aspect identified. The assessment was reviewed at minimum once a year.</p> <p>Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. The FGV Waha POM conducted continuously enhance the awareness of the employee on the zero burning practice. The mill has issued a memo on prohibition of burning at the housing area dated 20/01/2020. The mill has also appointed the operation supervisor as person responsible to monitor the activity at the mill housing area. The mill has provided training on prohibition of burning at the housing area dated 30/01/2020. 2. For Bukit Aping Selatan, empty pesticides container generated were triple rinse and puncture before sent to collection centre at Tenggaroh 13 Estate which has approval from DOE as per letter with ref. no. JAS.600-3/5/26 Jld.3(32) dated 30/10/2019. Reviewed the Scheduled Waste Delivery form dated 23/11/2020 and 28/12/2020. 3. The Bukit Aping Selatan Estate increase the ratio of barn owl box per ha from 1:20 to 1:10 to enhance the biological control of rats and reduce usage of rat bait. <p>Sighted during site visit at Waha palm Oil Mill, there evidence of the Environmental management plan was not effectively implemented at area as follows:</p> <ol style="list-style-type: none"> 1. At diesel tank area, there is evidence of diesel spillage at the vehicle refuelling area. 	
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		<p>2. There is storage area at the workshop to store items such as chemical, paint and lubricant oil left without spillage prevention.</p> <p>3. There is evidence of lubricant spillage under contractor lorry at the vehicle/machinery repair area.</p> <p>Social</p> <p>1. The management plan is last reviewed on 22/02/2018 in Bukit Aping Selatan Estate and is not reviewed before 2 years as stated in the procedure <i>Penilaian Impak Sosial (SIA)</i> with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.5.4.</p> <p>2. Besides, the issues raised during the stakeholder meeting conducted on 20/12/2020 in Bukit Aping Selatan Estate was not incorporated into the management plan as per the SOP.</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 <i>Garis Panduan Pengambilan & Perlantikan Pekerja Am G7</i> (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd. The procedure has explained the process of recruitment of General workers in the mill. Besides, policy for performance management, termination of employment (dated 04/12/2019) and Compensation Policy (dated 01/01/2020) was developed to explain the process of promotion, retirement and termination of employment.</p> <p>In addition, Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has describe the criteria of promotion, retirement and termination.</p>	<p>Complied</p>

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		<p><i>Jabatan Tenaga Kerja</i> FGV has developed a list of Policy and Procedure with the name <i>Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK)</i>. 'Proses Sosialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</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>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Management of Bukit Aping Selatan Estate has published the advertisement of job vacancy in the public area such as sundry shops, café, laundry shop and others as informed by the management. Seen the job advertisement for lorry driver that last posted on January 2020. Seen the records of employment the job such as application for of job, targeted selection interview assessment form, result of interview, biodata form, medical check-up, photocopy of identification card, driving license and offer letter.</p> <p>According to the Assistant of Waha POM, the job vacancy advertisement will be displayed at the social media such as Facebook, WhatsApp group and surrounding of the community. Seen all the records recruitment such as application for employment form, summary and result of interview, medical</p>	Complied

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		check-up report, photocopied of identification card and offer letter. The last recruitment was on 01/03/2021.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units health and safety issue assessment has been documented in hazard identification, risk assessment and risk control HIRARC. The assessment include all processing activities and support activities base on workstation. . All activities with significant risk has been listed and mitigation plan to improve the condition has been established and documented. The document was reviewed at minimum of annually or during accident occur.</p> <p>Waha POM</p> <p>Latest HIRARC review was conducted on 09/12/2020. The mill has established the Safety and health Plan. The plan was reviewed on annually basis. Sighted the sampled implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. The mill reported the monthly accident records to Regional safety and Health officer on monthly basis. Reviewed the report for the month of December 2020. As todated December 2020, 2 accident cases with 99 LTA was recorded. 2. The mill conducted the LEV monitoring on monthly basis. Reviewed the monitoring records fot the month of March – November 2020 recorded in LEV Monitoring Checklist. 3. The mill has conducted Noise Risk Assessment on 16/07/2020 by registered assessor with DOSH reg. no. HQ/08/PEB/00/84 as per report no. AH/20/08/18 dated 25/08/2020. 	Complied

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		<p>4. Latest medical surveillance was conducted on September 2020 as per report no. MZ/MHS/KSW/0920. Total of 27 workers were sent for surveillance. 21 workers were found fit to work. 5 workers were declared temporary unfit due to high blood pressure while 1 workers with abnormal chemical test (manganese). The mill has conducted briefing for the unfit workers on 20/11/2020. The workers with abnormal chemical test (manganese) has been transferred from mechanical station to Gate Pass station as per letter no. (10) 4058/WH/840/16 dated 21/11/2020.</p> <p>5. Workplace inspection was conducted on quarterly basis. Reviewed the inspection records dated 30/01/2020, 15/09/2020, 12/10/2020, 18/10/2020.</p> <p>Bukit Aping Selatan Estate</p> <p>1. Workplace inspection was conducted on quarterly basis prior to safety committee meeting. Reviewed the inspection records dated 08/09/2020 for office area and chemical store.</p> <p>2. The estate has conducted the noise monitoring for their operation on 22/07/2020.</p> <p>Latest medical surveillance for chemical handlers have been conducted on 02/12/2020 by OHD wit reg. no. OHD/JKKP/HQ/13/DOC/00(12). 17 workers were sent for surveillance and found fit to work as chemical handlers.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the H&S plan have been verified with the document as per below:-</p> <p>Latest medical surveillance was conducted on September 2020 as per report no. MZ/MHS/KSW/0920. Total of 27 workers were sent</p>	Complied

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		<p>for surveillance. 21 workers were found fit to work. 5 workers were declared temporary unfit due to high blood pressure while 1 workers with abnormal chemical test (manganese). The mill has conducted briefing for the unfit workers on 20/11/2020. The workers with abnormal chemical test (manganese) has been transferred from mechanical station to Gate Pass station as per letter no. (10) 4058/WH/840/16 dated 21/11/2020.</p> <p>Workplace inspection was conducted on quarterly basis prior to safety committee meeting. Reviewed the inspection records dated 08/09/2020 for office area and chemical store. To ensure Health and safety risk been monitored.</p>	
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Waha POM and Bukit Aping Selatan Estate has developed Annual Training Plan for staffs, workers and contractors. Seen the training plan for year 2020 and year 2021. Training such as policies briefing, first aid training, safe operating procedure for work, HCV management, fire drill and complaint procedures. Besides, the mill has conducted a quality of FFB training with smallholders on 17/02/2020. Seen the attendance list and photo of the training.</p>	<p>Complied</p>
<p>3.7.2</p>	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The operating units maintained the records of training conducted. Sampled training records as follows:</p> <p>Waha POM</p> <ol style="list-style-type: none"> 1. Fire drill training dated 18/12/2020 2. Chemical handling training dated 22/12/2020 	<p>Complied</p>

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		<ol style="list-style-type: none"> 3. Medical surveillance briefing and training dated 20/11/2020 4. First aid training dated 20 – 21/01/2020 5. Kernel plant SOP training dated 05/08/2020 6. Prohibition of open burning dated 30/01/2020 <p>Bukit Aping Selatan Estate</p> <ol style="list-style-type: none"> 1. Spraying SOP and Safety training dated 14/05/2020 2. Safety policy training dated 29/01/2020 3. Whistleblowing policy training dated 13/12/2020 4. Environmental policy training dated 07/12/2020 5. RSPO and MSPO training dated 21/10/2020 6. PPE awareness training dated 18/08/2020 7. HIRARC training dated 10/11/2020 8. Manuring SOP training dated 19/07/2020 9. Harvesting SOP training dated 15/06/2020 	
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>Waha POM has conducted the RSPO SCCS training on 11/10/2020. It was participated by personnel from various departments such as weighbridge, process and administration. Records of attendance were well kept.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills</p> <p>(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>			

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<p>3.8.1</p>	<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>Waha POM has received and processed FFB from own supply base and third parties. The FFB received from third parties are all uncertified FFB. Therefore, the mill is opted for Mass Balance module. Seen the list of external FFB suppliers. Majority of the FFB received are uncertified.</p>	<p>Complied</p>
<p>3.8.2</p>	<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>Waha POM has received and processed FFB from own supply base and third parties. The FFB received from third parties are all uncertified FFB. Therefore, the mill is opted for Mass Balance module. Seen the list of external FFB suppliers. Majority of the FFB received are uncertified.</p>	<p>Complied</p>
<p>3.8.3</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>	<p>Complied</p>

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>The registration of PalmTrace will be carried out by the Logistic Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> - Member ID: RSPO_PO1000000234 - Member category: Oil Mill - RSPO Membership No.: 1-0225-16-000-00 - License Status: Expires on 21/02/2021 	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. 	<p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for Waha POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill.</p> <p>Besides, the manager has appointed the Assistant Managers and other staffs as the committee of SCCS to implement the requirements of RPSO SCCS in the mill. Appointment letters dated 07/01/2021 were sighted.</p>	Complied

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	d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.		
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>As per the SOP in Indicator 3.8.5, internal audit to be conducted at least once a year before the external audit. Besides, Internal Audit for Sustainability Certification procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) was developed.</p> <p>The latest Internal Audit was done on 23/11/2020 and a corrective action plan was sighted. All the non-conformities were closed accordingly with root cause, correction and corrective action identified.</p> <p>Management review meeting was conducted on 24/11/2020 which chaired by Mill Manager. The outcome of the internal audit was discussed during the management review meeting.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The mill is received FFB from own certified supplying estates and third parties.</p> <p><i>Nota Hantaran BTS</i> will be submitted to the mill during incoming of FFB from own supply bases and third parties. Information of the <i>Nota Hantaran BTS</i> was recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the certified CPO and PK production record from MPR system found that no overproduction was reported.</p>	Complied

		<p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for Waha POM where mechanism for handling of non-conformance material & document was outlined in the procedure. Downgrading of products will be done if any non-conformance happened.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>Waha POM has ensured the required information is available in document form. There was no sale of CSPO since last audit. All the CPO has been sold as non-certified. Sampled of contracts as below:</p> <p>CSPK</p> <p>Contract No.: RSPG355L – 50.02 MT</p> <ul style="list-style-type: none"> The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang The name and address of the seller: Waha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim The loading or shipment/ delivery date: 26/06/2020 The date on which the documents were issued: 26/06/2020 RSPO certificate number: RSPO 693243 A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) The quantity of the products delivered: 50.02 MT Any related transport documentation: W/B Ticket# L00000138 A unique identification number: W/B Ticket# L00000138 <p>Contract No.: RSPG4580L – 60.39 MT</p> <ul style="list-style-type: none"> The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang 	<p>Complied</p>

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		<ul style="list-style-type: none"> • The name and address of the seller: Waha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim • The loading or shipment/ delivery date: 22/11/2020 • The date on which the documents were issued: 22/11/2020 • RSPO certificate number: RSPO 693243 • A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) • The quantity of the products delivered: 43.34 MT • Any related transport documentation: W/B Ticket# L00000281 • A unique identification number: W/B Ticket# L00000281 	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <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>There was no outsourcing activity involved in the mill. All the activities carried out by own. Thus, this indicator is not applicable.</p>	Not Applicable

	<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.	There was no outsourcing activity involved in the mill. All the activities carried out by own. Thus, this indicator is not applicable.	Not Applicable
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.	There was no outsourcing activity involved in the mill. All the activities carried out by own. Thus, this indicator is not applicable.	Not Applicable
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>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>Waha Palm Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. The record retention period is 2 years as stated in the SOP under Clause 6.9.</p> <p>Based on verification of mass balance sheet in MPR system, it was found that there was no sales of certified CPO and sales of certified PK were always delivered from positive stock.</p>	Complied

	<p>iv) For Mass Balance Module, the mill:</p> <ul style="list-style-type: none"> 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. 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. 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). 		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER.	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	The facility is using the actual extraction rate and therefore updating of rates is not necessary.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Not applicable as the mill opted for Mass Balance Module.	Not Applicable

3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>Sampled the shipping announcement as below:</p> <p>a) Transaction ID: TR-1e43daec-68c8, created on 06/07/2020 and confirmed on 08/072/2020 for 49.92 MT of CSPK</p> <p>b) Transaction ID: TR-f2148c86-a31f, created on 20/12/2020 and confirmed on 23/12/2020 for 57.50 MT of CSPK</p> <p>All the announcements were made within 3 months.</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>FGV does not make any claim for RSPO trademark in Waha POM as verified in the weighbridge ticket and the company's website.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>FGV does not make any off-product claim on corporate communication that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. This has verified through the company's website.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p>	<p>FGV does not make any off-product claim on corporate communication that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. This has verified through the company's website.</p>	Complied

	<p>c. State that the member supports the work of the RSPO</p> <p>d. State the member’s history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p> <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>		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	FGV does not make any off-product claim on corporate communication that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. This has verified through the company’s website.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	FGV does not make any off-product claim on corporate communication that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. This has verified through the company’s website.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	FGV does not make any off-product claim on corporate communication that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. This has verified through the company’s website.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and sales contract 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>	<p>The requirements of the RSPO SCCS are adhered to and was verified from the sampled weighbridge tickets of the sales of CSPK. The sampled documents are as below:</p> <ul style="list-style-type: none"> i. Customer: FKP – Pasir Gudang Transporter: Felda Transport Services Sdn Bhd Product: PK (RSPO SCC – Mass Balance) Ticket Number: L00000281 Nett Weight: 43.34 MT RSPO Cert Number: RSPO 693243 	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <ul style="list-style-type: none"> 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. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2. 	<p>Not applicable as Waha POM is neither distributors nor wholesalers.</p>	Not Applicable
<p>Business to consumer communication</p>			

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6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	No business to consumer communication on product specific claim made by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	No business to consumer communication on product specific claim made by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	No business to consumer communication on product specific claim made by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	Not Applicable
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 by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	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 by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	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 by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	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 by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.	Not Applicable

6.8	<p>RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.</p>	<p>No business to consumer communication on product specific claim made by FGVPI Waha POM and only producing crude and unfinished product. This is not applicable for FGVPI Waha POM.</p>	Not Applicable
<p>MODULE B – MASS BALANCE SPECIFIC RULES</p>			
<p>Minimum Mass Balance content</p>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>FGVPI Waha POM is producing crude palm product and does not involved in any labelling of end product.</p>	Complied
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>FGVPI Waha POM is producing crude palm product and does not involved in any labelling of end product.</p>	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 trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • 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. 	<p>FGVPI Waha POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Complied</p>
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p>	<p>FGVPI Waha POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Complied</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>Principle 4: Respect community and human rights and deliver benefits</p>			
<p>Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p>	<p>Complied</p>

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		Briefing of the policy was conducted on 20/11/2020 to the workers in Waha POM and 03/12/2020 in Bukit Aping Selatan Estate.	
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 " <i>Menangani Aduan dan Rugutan</i> " 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 -	FGV has established SOP for " <i>Menangani Aduan dan Rugutan</i> " 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.	Non-compliance

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		<p>Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.</p> <p>Briefing of the procedure was conducted on 30/01/2020 to the workers in Waha POM and 01/12/2020 in Bukit Aping Selatan Estate. Briefing to the external stakeholders was conducted on 02/02/02020 in Waha POM and 20/10/2020 in Bukit Aping Selatan Estate. Seen the records of briefing.</p> <p>Interviewed with workers in Bukit Aping Selatan Estate found that they had lodged complaint to the person in charge regarding the malfunction of fan in Block A hostel. They informed that they have lodged complaint more than a month. However, no action has been taken. Document reviewed on the complaint and grievance book was not found any complaints related to the issue mentioned lodged into the book. Therefore, the complaint system was not effectively implemented according to the procedure.</p>	
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>Waha POM and Bukit Aping Selatan Estate has implemented Complaint Book for internal and external stakeholders to record any complaints. Sampled of complaint as below:</p> <ul style="list-style-type: none"> i. House No.: H1-2 dated 06/12/2020 Issue: Long grasses in the housing area. Status: The management has arranged worker to carry out grass cutting activity and resolved the issue on 09/12/2020. Seen the photo of grass cutting conducted. ii. Name of Complainant: Tahidal dated 10/06/2020 	Complied

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		<p>Issue: Doorknob broken, lighting malfunction and broke roof.</p> <p>Status: The management has conducted the repair work and seen the photo evident of the repair done. The issue was resolved on 22/06/2020.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>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 <i>Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia</i> or <i>Panel Aduan Persijilan Kelestarian</i> (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.			
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>Management of Bukit Aping Selatan Estate and Waha POM has made contribution to the local communities such as provided job opportunity to the local communities. Besides, the estate's management has supplied necessity such as rice and dried foods supply to the workers on March 0202 during the Covid-19 pandemic. FGV Plantations (Malaysia) Sdn Bhd has given contribution of cash to all the workers during the Hari Raya festival. Seen the letter of communication dated 14/05/2020. The mill has supplied black soil and decanter cake to the local communities upon request for agricultural purpose. Seen the communication records of request and respond.</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.			

<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>No customary land within mill and estate of FGV Waha complex.</p> <p>The mill is leased the land from Felda as per records of Agreement to Lease dated 25/11/1996 between Felda Palm Industries Sdn Bhd and Felda. Total 30.76 hectares has been leased for oil palm mill.</p> <p>All the lands are belonging to Felda and leased by FGV. Land title for the Bukit Aping Selatan Estate has been sampled as below:</p> <ul style="list-style-type: none"> i. Title No.: 19963 Lot No.: 95 Total area: 291.6 ha ii. Title No.: 19965 Lot No.: 207 Total area: 53.77 ha iii. Title No.: 19964 Lot No.: 3249 Total area: 189.1 ha 	<p>Complied</p>
<p>4.4.2</p>	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p>	<p>Complied</p>
<p>4.4.2a</p>	<p>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</p>	<p>There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified</p>	<p>Complied</p>

	<p>consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p>	
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p>	Complied
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.</p>	Complied
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>The estate has conducted monitoring on boundary stones on weekly basis and seen the record of monitoring. However, there is no customary land within the mill and estate of Waha Complex.</p> <p>The estate has demarcated the legal boundary with red colour pole, security trenches and fencing as sighted at field P10P adjacent with Sedili Forest Reserve and FELDA Bukit Easter and P08L adjacent with Panti Forest Reserve.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p>	<p>There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified</p>	Complied

	- Minor compliance -	through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.	
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 customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no customary right in Waha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported.	Complied
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 was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.	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 was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.	Complied

4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied

4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted.</p>	Complied
<p>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.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed procedure on "<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 monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Refer to Indicator 4.6.1.</p>	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 local communities. Painting of oil palm trees, 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 local communities. Painting of oil palm trees, 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 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.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	Refer to Indicator 4.7.2.	Complied

	- Critical (Major) compliance -		
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 Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	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 Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	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. - Critical (Major) compliance -	There is no customary right land in Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use	There is no customary right land in Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Complied

	rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -		
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 Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	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 -	FGV has issued a letter regarding on the FFB pricing (Ref. (44)FGVTSB/FFBPD/HQ/01 dated 11/03/2020) where details of the pricing has outlined in the letter. Pricing mechanism was outlined and briefed to the external FFB suppliers as well. Besides, the pricing of FFB is based on MPOB pricing and list of the previous pricing was available upon request. Seen the FFB pricing from September 2020 to December 2020.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Explanation is made normally through meeting e.g. Meeting with smallholders and suppliers of KS Waha last was on 26/2/2019. No meeting conduct for year 2020 due to MCO.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.	Felda provides FFB pricing on a daily basis based on MPOB pricing.	Complied

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	- Critical (Major) compliance -	Smallholders are then paid based on the OER for their crop. Based on random interview made with FFB suppliers during the assessment, they were able to explain the pricing calculation.	
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>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement.</p> <p>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
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>The third party FFB suppliers have signed on the <i>Perjanjian Persefahaman Antara Pembekal BTS dengan FPISBI</i> prior to deliver the FFB to the mill. Sampled of the agreement as below:</p> <ul style="list-style-type: none"> i. Supplier: AA Sawit Sdn Bhd dated 01/01/2020 ii. Supplier: Koperasi Pembangunan Kg Tersusun Mawai dated 01/01/2020 iii. Supplier: Riduan bin Hamid dated 01/01/2020 	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p>	<p>Sampled the invoice and payment records for the third-party FFB suppliers as below:</p>	Complied

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	- Critical (Major) compliance -	<p>i. Ref No.: 458 dated 23/11/2020 for deliveries from 16 – 21/11/2020; Payment made on 25/11/2020 with Advice Ref. No.: MYIT201125756179.</p> <p>ii. Ref No.: 451 dated 15/11/2020 for deliveries from 13 - 15/11/2020; Payment made on 18/11/2020 with Advice Ref. No.: MYIT201118864764</p>	
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	Calibration of weighbridge is regularly done by third party. Certificates which were issued by an authority (Metrology Corporation Malaysia Sdn Bhd) were available for verification. Certificates verified: # B1505831 dated 23/02/2020 for weighbridge #0021514-6BK.	Complied
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>	Waha certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Felda Technoplant and Felda. FFB suppliers other than the management of Felda Technoplant are free whether or not to sell their crop to Waha POM. Thus no contract agreement necessary.	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>	The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since last audit.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their	Last consultation with independent smallholders (ISH) was done through a meeting which was conducted on 26/2/2019. On year 2020 and 2021 the meeting cannot be conducted cause Covid 19	Complied

	<p>supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>issue and to comply with Movement Control Order requirement. However communication using other ICT media been used to ensure the communication between them was the initiative to improve livelihood of the smallholders is to provide guidance in conforming to the requirements of RSPO/MSPO.</p>	
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>Based on the minutes of meeting, one of the plans is to provide guidance especially in good agriculture practices which objective to enhance productivity.</p>	Complied
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>Support to smallholders to promote legality of FFB production is covered providing guidance to conform to the requirements of MSPO/RSPO standard.</p>	Complied
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no Scheme Smallholders supplying to the mill.</p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Since the program mentioned in Indicator 5.2.2 was just developed, the implementation progress has yet to be seen. Nonetheless, the management of the certification unit shall regularly review the progress.</p>	Complied
<p>Principle 6: Respect workers' rights and conditions</p>			

Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. Briefing of the policy was conducted on 20/11/2020 in Waha POM and 03/12/2020 in Bukit Aping Selatan Estate.</p>	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee imposed to foreign workers. Please refer to indicator 6.6.1 for more detail assessment.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Employment procedure was established, and details refer to indicator 3.5.1. Besides, Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has clearly mentioned the criteria of promotion based on the capability, qualification and performance of interview of the candidates.</p>	Complied
6.1.4	<p>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.</p> <p>- Minor compliance -</p>	<p>There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. Pregnant worker will still be offered to continue work in office or</p>	Complied

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		light work. This is confirmed through the interview session with Gender Committee member.	
6.1.5	<p>(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.</p> <p>- Critical (Major) compliance -</p>	Gender committee was established in Waha POM and Bukit Aping Selatan Estate. Meeting was conducted and seen the last meeting minutes dated 22/12/2020 in mill and 09/12/2020 in estate. There was only one issue raised in mill and the issue has been discussed in the Management Review meeting with management on 27/12/2020. Action plan was developed to monitor the issue raised. There was no other complaint related to sexual harassment or violence reported. This has confirmed through interview with the female workers.	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	The female workers employed in FGV are mainly local Malaysian. Female workers employed are generally office clerk and caretaker for the housing. Reviewed payslips in both Waha POM and Bukit Aping Selatan Estate 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
<p>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).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	FGV Palm Industries Sdn Bhd has sign the Collective Agreement with <i>Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung</i> which valid from 01/01/2019 to 31/12/2021 (Cog. No.: 031/2020) and FGV Plantations (Malaysia) Sdn Bhd has signed Collective Agreement <i>Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung</i> which valid from 01/01/2019 to 31/12/2021. Details such as promotion, notice period, resignation,	Complied

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		annual leave and overtime were outlined in the agreement. Sampled total 20 workers agreement for both local and foreign workers in mill and estate are reviewed, and the agreements are signed in local language for different nationalities. Interviewed with the workers confirmed that they understood the terms and conditions of employment contracts and pay slips.	
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>	Sample of total 20 workers agreement are reviewed, and the agreements are signed in their local language for different nationalities. Terms and conditions are clearly outlined in the agreement.	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p><u>Waha POM:</u></p> <p>Sighted punch card and summary of overtime for one of the female workers (Employee No.: 1212xxx) in Waha POM has worked until 10.15pm on 31/12/2020. The mill does not have the approval from the authority to allow female workers to work at night. This is not complied with Employment Act 1955, Section 34(1).</p> <p><u>Bukit Aping Selatan Estate:</u></p> <p>iii) Reviewed the payslip for contractor’s workers (Hudin Enterprise – I/C No.: 911026-01-64XX) found that the payment of wages was made on 11th of the following month which is later than 7th of the following month as per Employment Act 1955, Section 19 (1).</p>	Non-compliance

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		<p>iv) Bukit Aping Selatan Estate has engaged contractors for various activities. Sampled the workers' payslips for the contractors as below:</p> <p>Hudin Enterprise:</p> <ul style="list-style-type: none"> I/C No.: 911026-01-xxxx (Driver transporting FFB) <p>Reviewed the payslips and Daily Entry Contract for September and December 2020 found that he has worked on the rest day on 25/09/2020, 11/12/2020 and work on public holiday on 16/09/2020 (Malaysia Day). However, he did not pay as per the Employment Act 1955 for work on rest day (Section 60(30)(a) and work on public holiday (Section 60D(3)(a)(i).</p>	
<p>6.2.4</p>	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying house. Water and electricity are connected to the national supply and grid. Water and electricity usage are subsidized by the company and these conditions are stated in the collective agreement. Interview with workers confirms that there is no issue related to the payment of water and electricity. Budget for Y2021 has been allocated to upgrade/ repair the housing defect.</p> <p>As the estates are located township, any medical attention needed will be referred to government clinic or Panel Clinic.</p> <p>Linesite inspection was conducted once a week by the staff in Bukit Aping Selatan Estate using the checklist of <i>Pemeriksaan Harian Kawasan Asrama/ Rumah Pekerja Asing</i>. Issues found were recorded in the checklist with action plan and person to be responsible. There are total 3 blocks of hostels in the estate to cater the total 98 of foreign workers. There is insufficient of housing for the workers. However, the management is in the progress to</p>	<p>Complied</p>

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		<p>construct 2 new blocks of hostel for the workers. Letter of Award to contractor dated October 2020 was sighted. Currently, it is pending at Felda’s management to approve for the usage of land. The management has follow-up with the Felda’s management on this status.</p> <p>Linesite inspection was carried out on weekly basis in Waha POM by staff. Seen the <i>Rekod Pemantauan Perumahan Petugas/ Pekerja</i>.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p>	<p>FGV Waha Complex has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Sampled the prevailing wages for benefit of Housing – RM 350 for local workers and RM 150 for foreign workers; Healthcare for local workers is RM 65.90 and RM 105.60 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2020.</p>	Complied

<p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
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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>There are no casual workers hire in Waha POM and Bukit Aping Selatan Estate. All the employees are permanent employee. Sorters in POM, FFB Lorry Driver and Backhoe drivers in estate was carried out by contractors where the workers are permanent.</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 17/11/2020 where FGV Group recognises and respects employees' right to freedom of association and to collective bargaining. Briefing of the policy was conducted on 20/11/2020 in Waha POM and 03/12/2020 in Bukit Aping Selatan 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>Workers' Committee was established in Bukit Aping Selatan Estate which formed by various nationalities such as Indonesia, India, Bangladesh and Malaysia. The committee also consisted of representatives of female and male. The last meeting was conducted on 26/08/2020 chaired by Manager of JTK, South Zone and representative from Zone Mersing. The issues raised during the meeting were incorporated into action plan and actions have been taken accordingly. Verified the action taken and the issues were closed.</p> <p>Workers' Committee meeting was last conducted on 22/11/2020 to discuss welfare issues of the workers. Seen the meeting minutes and found issues were raised. Interviewed with the Secretary</p>	Complied

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		confirmed that all the issues were resolved and no outstanding issues reported in the mill.	
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>The representatives of workers were elected freely by all the workers. The election was carried out on 09/12/2020 during morning muster in Bukit Aping Selatan Estate. Records of the election was sighted. Interviewed with the workers confirmed that the workers elected the representatives.</p> <p>The workers’ representatives in Waha POM were elected by the workers once every 3 years. The last election was held on 2018 through interviewed verified with the Secretary of Workers’ Committee.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment. Briefing of the policy was conducted on 20/11/2020 in Waha POM and 03/12/2020 in Bukit Aping Selatan Estate.</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</p>	<p>As per the company policy (refer to SCOC), the minimum age for employment of workers is above 18 years old. For recruitment of</p>	Complied

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	<p>company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.</p>	
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>Reviewed the Labour Employment Report in Bukit Aping Selatan Estate and Waha POM found that no young person was employed. All the workers are above 18 years old.</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 Bukit Aping Selatan Estate has communicated the Group Sustainability Policy and Supplier Code of Conduct (SCOC) to the FFB transporter on 10/12/2020. Seen the records of the briefing. Besides, other contractors, local communities and schools' representatives were briefed on the RSPO's requirements during stakeholder meeting conducted on 10/12/2020. Negative effects of child labour and promotes child protection were outlined in the SCOS and signed by the contractors prior to work.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
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 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity. Briefing of the policy was conducted on 20/11/2020 in Waha POM and 03/12/2020 in Bukit Aping Selatan 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 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. Briefing of the policy was conducted on 20/11/2020 in Waha POM and 03/12/2020 in Bukit Aping Selatan 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>There was no new mother identified in Bukit Aping Selatan Estate and Waha POM. The female workers in estate were briefed during the KKD meeting related to the new mother's benefit and the handling of chemical during pregnancy. A briefing of new mother was conducted on 20/11/2020 in Waha POM and interviewed with the female workers confirmed that they understood the needs as a new mother.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>FGV has established '<i>Menangani Aduan Melalui Jawatankuasa Wanita</i>' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016. The objective of the procedure is to establish a mechanism to handle sexual harassment, discrimination, violence cases reported in the area. 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. The management will protect the identity of the complainant if they wish</p>	Complied

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		not to reveal. Interviewed with the female workers confirmed that they are aware of the complaint procedure and informed that there is no case of sexual harassment and violence reported.	
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 Penalty for termination of employment Debt bondage Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport; FGV will bare all recruitment fees such as medical, transportation from airport to Malaysia, visa as stated in the Communications Pack which will briefed to the candidates during pre-employment process in home country and agreement with the agent in source country; Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution; overtime is based on request of workers and as per FGV’s policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.</p>	Complied
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</p>	Complied

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		<p>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 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>									
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>											
<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has appointed the Mill Manager and Estate Manger as responsible person and chairman for safety and health committee as per QOHSE Manual Procedure FPI/L2/QOSHE 4.0. The Mill Manager has appointed as OSH Committee chairman as per appointment letter dated 20/01/2020 by the Leader of Zone 2 - South. The mill and estate management has appointed several staff and workers as OSH Committee.</p> <p>All safety, health and welfare issue been discussed during OSH committee meeting such as accident report from other group mill. The meeting was on quarterly basis. Reviewed the minutes meeting for OSH committee for FY 2020</p> <table border="1" data-bbox="1160 1145 1872 1361"> <thead> <tr> <th rowspan="2">Meeting</th> <th colspan="2">Date</th> </tr> <tr> <th>Mill</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>1st quarter 2020</td> <td>12/02/2020</td> <td>13/2/2020</td> </tr> </tbody> </table>	Meeting	Date		Mill	Estate	1 st quarter 2020	12/02/2020	13/2/2020	<p>Complied</p>
Meeting	Date										
	Mill	Estate									
1 st quarter 2020	12/02/2020	13/2/2020									

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		2 nd quarter 2020	15/05/2020	24/6/2020		
		3 rd quarter 2020	18/08/2020	25/8/2020		
		4 th quarter 2020	15/12/2020	19/11/2020		
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>FGV has established emergency procedures and documented in Emergency Preparedness and Response in QOSHE Manual Procedure document no. FPI/L2/QOSHE-14.0. In the procedure stated emergency procedure on fire, minor and major accident and chemical spillage.</p> <p>For accident investigation, FGV has established procedure and documented in Complaints, Nonconformity, Incidents Investigation and Corrective Action in QOSHE Manual Procedure document no. FPI/L2/QOSHE-22.0 under subsection 6.4 handling accident cases.</p> <p>The SOP established were communicated through training, briefing and displayed on notice board at several placed in the mill.</p> <p>The mill conducted the accident investigation as per SOP established. Reviewed the accident investigation minutes meeting and JKKP 6 form submitted to DOSH for accident occur on 16/07/2020 at boiler station.</p> <p>The mill has appointed competent first aider at the mill. Latest first aider training was attended on 20 – 21/01/2020. Reviewed the certificate of first aider wit I/C no. 79xxxx-01-62xx and 66xxxx-01-58xx</p>				Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all</p>	<p>The appropriate safety and application equipment (safety boots, safety helmets, rubber boots, cartridge masks, safety goggles,</p>				Complied

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	<p>potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>gloves and overalls) had been provided and used by the pesticides operators. PPE is been given to workers referred record in ` Rekod Penerimaan PPE`. Latest PPE issuance was dated 22/7/2020.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All worker under mill and estate been covered under SOCSO, sampling latest SOCSO including foreign workers. The SOCSO deduction under 8A for Jan 2021 and November 2020 was available at site.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>The mill and estate reported the monthly accident records to Regional safety and Health officer on monthly basis.</p> <p>Reviewed the report for the month of December 2020. As todate December 2020, 2 accident cases with 99 LTA was recorded for Waha POM and 1 case with 2 days LAT was recorded for Bukit Aping Selatan Estate.</p> <p>Both mill and estate submitted the records to DOSH using JKPP 8 form through MyKKP system.</p>	Complied

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

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

7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Bukit Aping Selatan Estate has established the IPM management plan and documented in Plan to Reduce usage of chemicals. Among the plan established as follows:</p> <ol style="list-style-type: none"> 1. To increase the ratio of barn owl boxes to 1:10 ha. 2. To increase the area planted with beneficial plant <p>Reviewed the implementation of the management plan follows:</p> <ol style="list-style-type: none"> 1. The estate continuously increase the area planted with beneficial plan. Reviewed the beneficial plant map for field PM 04 2. Reviewed the rat baiting application for field PM00H for the month of September 2020. 3. The estate conducted the rat census prior to conduct the rat baiting. Reviewed the rat baiting census conducted in the month of September 2020 with attack percentage of 11.83%. 	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>There were no species referenced in the Global invasive Species database and CABI.org sighted within the estate and POM premises.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There is no use of fire for pest control in the estates.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			

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7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The Justification of chemical was available under document MLSL(Ed.3)-Sec 4(2.0) dated 1 Sept 2017. It divides into 3 types: herbicide, insecticide and fungicide, all specific to the target pest, weed or disease.</p>	Complied				
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides and their active ingredients used, LD50, area treated, amount of a.i. applied per ha, and number of applications were maintained</p> <table border="1" data-bbox="1162 687 1888 831"> <thead> <tr> <th data-bbox="1167 687 1525 759">Estate</th> <th data-bbox="1536 687 1883 759">Ai / Ha</th> </tr> </thead> <tbody> <tr> <td data-bbox="1167 762 1525 831">Bukit Aping Selatan</td> <td data-bbox="1536 762 1883 831">0.27</td> </tr> </tbody> </table>	Estate	Ai / Ha	Bukit Aping Selatan	0.27	Complied
Estate	Ai / Ha						
Bukit Aping Selatan	0.27						
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 quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A. The implementation in the field is consistent with the manual. It is the policy to minimize the use of pesticides in accordance with IPM plan. The pesticide reduction program is monitored on usage per hectare basis.</p>	Complied				
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>No record of prophylactic use of pesticide in estate.</p>	Complied				
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and</p>	<p>Referred to Memo dated 08/05/ 2017; (27)010810/HQ/JAB.OP.17/Plantations/AM under the title: Prohibition On Using Paraquat</p>	Complied				

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	<p>paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Dichloride. This memo was escalated to all FGV plantation to ensure the prohibition of Paraquat usage as of 08/05/2017, approved by Executive Director.</p> <p>Reviewed the chemical register dated 24/11/2020 confirmed there was no use of Class 1A or 1B chemical in the estate.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators were 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. Reviewed the training records as follows:</p> <ol style="list-style-type: none"> 1. Spraying SOP and Safety training dated 14/05/2020 2. Environmental policy training dated 07/12/2020 3. PPE awareness training dated 18/08/2020 4. HIRARC training dated 10/11/2020 5. Manuring SOP training dated 19/07/2020 	Complied

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7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The storage of Chemicals were arranged and segregated accordingly in the chemical store. The CCDS/SDS for chemicals available at point of use. In addition to specific training courses, safety briefings are given during muster to reinforce awareness, such as correct wearing of PPE.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Empty pesticide container was been triple rinsing and dispose at G – Planters. From the observation during site visit all pesticide containers are triple rinsed and punctured before being disposed no sighted empty container been disposed at domestic waste area and at workers housing.</p>	Complied
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 spray conducted at estates visited.</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>Waha Mill, the latest medical surveillance was conducted on September 2020 as per report no. MZ/MHS/KSW/0920. Total of 27 workers were sent for surveillance. 21 workers were found fit to work. 5 workers were declared temporary unfit due to high blood pressure while 1 workers with abnormal chemical test (manganese). The mill has conducted briefing for the unfit workers on 20/11/2020. The workers with abnormal chemical test (manganese) has been transferred from mechanical station to Gate Pass station as per letter no. (10) 4058/WH/840/16 dated 21/11/2020.</p>	Complied

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		In Bukit Aping Selatan estate, Latest medical surveillance for chemical handlers have been conducted on 02/12/2020 by OHD wit reg. no. OHD/JKKP/HQ/13/DOC/00(12). 17 workers were sent for surveillance and found fit to work as chemical handlers.							
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>	All sprayer was male, however during interview with store keeper and female workers they aware regarding to 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.	Complied						
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.									
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Latest wastes management plan for all estates (including smallholder if applicable).</p> <p>The mill and estate has identified waste generated from mill operation. Among the waste identified as follows:</p> <p>Mill</p> <table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 30%;">Area</th> <th>Waste</th> </tr> </thead> <tbody> <tr> <td>Mill operation</td> <td>EFB, Sludge Oil, Free Shell, Scrap Iron, Effluent, Scheduled waste</td> </tr> <tr> <td>Office and housing area</td> <td>Plastic, Glass, paper, Box, Tyre, Domestic waste, electronic appliance,</td> </tr> </tbody> </table> <p>Estate</p>	Area	Waste	Mill operation	EFB, Sludge Oil, Free Shell, Scrap Iron, Effluent, Scheduled waste	Office and housing area	Plastic, Glass, paper, Box, Tyre, Domestic waste, electronic appliance,	Complied
Area	Waste								
Mill operation	EFB, Sludge Oil, Free Shell, Scrap Iron, Effluent, Scheduled waste								
Office and housing area	Plastic, Glass, paper, Box, Tyre, Domestic waste, electronic appliance,								

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		Area	Waste		
		Estate operation	Empty fertiliser bags, Scrap tyre, Scrap iron		
		Office and housing area	Plastic, Glass, paper, Box, Tyre, Domestic waste		
		<p>The mill and estate has established waste management plan based on the waste identified. Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. EFB for the mill has been disposed at the sister estate, Bukit Aping Selatan Estate as waste recycle program. Reviewed the EFB disposal data for the month of March and April 2020. 2. The mill monitored the inventory of scheduled waste and reported the inventory to DOE through E-SWISS. Reviewed the E-SWISS inventory records FY 2020. 3. The estate monitor recycled item and recorded in Recycle Items Collection Records form. As at 08/03/2021, 30 kg of recycle plastic were recorded. The estate continuously provided training to the workers on the 3R. Latest training was conducted on 15/12/2020. 4. Domestic waste were collected twice a week by appointed contractor. Reviewed the collection records dated 03/01/2021, 07/01/2021, 10/01/2021, 13/01/2021 and 17/01/2021. 			

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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 and estate disposed waste generated by their operation base on the SOP established through appropriate disposal contractors. Reviewed the sample waste disposal as follows:</p> <p>FGVPI Waha POM</p> <p>The schedule waste waste were disposed through licensed contractors. Reviewed the Schedule Waste records as follows:</p> <ol style="list-style-type: none"> 1. C/N no. 2021010914YZA8OK, SW 306 dated 29/12/2020 2. C/N no. 2021010914ULQHWZ, SW 305 dated 29/12/2020 3. C/N no. 2021010914AQ9BNW, SW 410 dated 29/12/2020 4. C/N no. 20210109140BPV9Q, SW 109 dated 29/12/2020 <p>Bukit Aping Selatan Estate</p> <p>Schedule Waste generated were sent to collection centre Tenggaroh 13 Estate which has approval from DOE as per letter with ref. no. JAS.600-3/5/26 Jld.3(32) dated 30/10/2019. Reviewed the Scheduled Waste Delivery form dated 23/11/2020 and 28/12/2020.</p> <p>FGV has developed <i>Pengurusan Pelupusan Sisa Domestik</i> procedure (Doc. No.: FGV/ML-1A/L2-Pr23, Rev. 2 dated 01/04/2019) to ensure all the domestic wastes generated from housing, office and mill are handling appropriately to minimize the impact towards health and environment. During site visit to the housing area (Block H) in Waha POM found the that the domestic wastes are not disposed according to the procedure. Recycle wastes such as plastic bottles and plastic bag, and other wastes such as pillow, old bicycle and sofa were found disposed around the houses and some dumped into man-</p>	<p>Non-compliance</p>
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		made dump pit next to the block H7, H8, H9, H10 and next to the football field.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Domestic waste were collected twice a week by appointed contractor. Reviewed the collection records dated 03/01/2021, 07/01/2021, 10/01/2021, 13/01/2021 and 17/01/2021. During site visit to the housing complex of Waha POM found burning of trashes at several spots in Block H's houses specifically at Block H8, H9, H10, H12 and near to the football field. Previous minor non-conformance NCR Ref# 1871591-202001-N1 did not close effectively and thus, the non-conformance escalated to major non-conformance.	Non-compliance
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 are given by the agronomy unit through analysis of foliar and soils from the estates.	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 -	Soil and foliar sampling was conducted on annually basis. Latest leaf and soil sampling was conducted on 06/02/2020 as per Fertiliser Recommendations data 1 – Foliar Oil Palm and Fertiliser Recommendations Data 2 – Soil Analysis result of Oil Palm dated 11/02/2020.	Complied

<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>The mill recycles the EFB where the EFB are sent to the supply bases or other growers to be used as mulch in the estates.</p> <p>Reviewed the sampled EFB disposal records for Bukit Aping Selatan Estate as follows:</p> <table border="1" data-bbox="1162 549 1805 767"> <thead> <tr> <th>Month</th> <th>Ton</th> </tr> </thead> <tbody> <tr> <td>March 2020</td> <td>99.12</td> </tr> <tr> <td>April 2020</td> <td>207.07</td> </tr> </tbody> </table>	Month	Ton	March 2020	99.12	April 2020	207.07	<p>Complied</p>
Month	Ton								
March 2020	99.12								
April 2020	207.07								
<p>7.4.4</p>	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Records of fertilizer input were well maintained in various documents such as store issuance record, bin cards and month end account to name a few. Among the information available in the records was type of fertilizer, quantity and field number applied including date of application. As per implementation verified as per below:-</p> <table border="1" data-bbox="1162 1128 1953 1342"> <thead> <tr> <th>Type Of Fertilizer</th> <th>Tonnage</th> </tr> </thead> <tbody> <tr> <td>ERP</td> <td>40.55</td> </tr> <tr> <td>NK24</td> <td>349.98</td> </tr> </tbody> </table>	Type Of Fertilizer	Tonnage	ERP	40.55	NK24	349.98	<p>Complied</p>
Type Of Fertilizer	Tonnage								
ERP	40.55								
NK24	349.98								

		NPK Mix	301.73	
		PMG Mix	76.68	
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>Soil map is available referred to Soil map dated 26 Feb 2018 by Unit Geinformatics(GIS) from FELDA Agricultural Services Sdn Bhd. No fragile soil identified in Bukit Aping selatan Estate. Among soil series identified as follows:</p> <ol style="list-style-type: none"> 1. Local Alluvium 2. Rengam- Jerangau 3. Pohoi – Durian - Tavy 		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>No new replanting in Bkt Aping Selatan, last replanting was on 2010. On the 2010 replants visited on Bukit Aping Selatan Estate it was observed that palms had been mechanically felled, chipped and windrowed; no burning was observed.</p>		Complied
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>No New planting for Bkt Aping Selatan estate.</p>		Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.				

7.6.1	<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 map and topography maps is available referred to Soil map dated 26 Feb 2018 by Unit Geinformatics(GIS) from FELDA Agricultural Services Sdn Bhd. The major soil series in Bukit aping estate is Renggam Siries, Pohoi-Durian-Tavy and local alluvium.</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>There is no fragile soil in Bukit Aping Selatan estate. The no land preparation by burning at Bukit Aping Selatan Estate. As Per Group Sustainability Policy (FGV/SED/POL/001) described on Zero open burning policy dated 29 May 2019.</p>	Complied										
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>The soil survey record available at site for verification dated 11/2/2020 under Soil lab Code FRS20210020. Topographic Maps provided showed that the terrain was as follows:</p> <table border="1" data-bbox="1162 991 1953 1345"> <tr> <td>Rata (0 – 2 °)</td> <td>50</td> </tr> <tr> <td>Beralum (2° – 6°)</td> <td>-</td> </tr> <tr> <td>Berombak (6° -12°)</td> <td>20</td> </tr> <tr> <td>Berbukit (12° - 20°)</td> <td>30</td> </tr> <tr> <td>Sangat Berbukit</td> <td>-</td> </tr> </table>	Rata (0 – 2 °)	50	Beralum (2° – 6°)	-	Berombak (6° -12°)	20	Berbukit (12° - 20°)	30	Sangat Berbukit	-	Complied
Rata (0 – 2 °)	50												
Beralum (2° – 6°)	-												
Berombak (6° -12°)	20												
Berbukit (12° - 20°)	30												
Sangat Berbukit	-												

Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	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	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE:</p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</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.	Not Applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</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.	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</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.	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</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.	Not Applicable

	<p>drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	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
7.7.7	<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>- Critical (Major) compliance -</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.	Not Applicable
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid</p>	The mill and estate has established water management plan and reviewed on annually basis. The latest review was conducted respectively for mill and estates on 03/06/2020 and 18/08/2020.	Complied

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	<p>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 plan focusing on flash flood in the field, water pollution, water quality and erosion due to estate and mill operation, water shortage, maintain soil moisture.</p> <p>The estate has demarcated the the buffer zone area with blue colour ring at the palm along the buffer zone area. River water sampling for Sg. Bahan was conducted on annually basis. Latest Sampling was conducted on 09/09/2020. Base on the sampling result, it was found that the COD, TSS and AN level at the outlet water of the river system A is slightly increase but still under Class II except for AN (Class III). The river water quality is satisfactory.</p> <p>The mill the river water quality on monthly basis and reported to DOE through quarterly return form. Reviewed the Online Environmental Report for 3rd and 4th quarter of FY2020.</p> <p>The mill monitor the water usage for mill operation on monthly basis. Reviewed the records for FY 2019 and FY 2020.</p> <p>Clean water for both mill and estate were provided to the employee from government (Syarikat Air Johor) source.</p>			
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water course is guided by its established procedure, River Riparian Buffer zone Management. Refer document no. FGVPM/L2/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="1160 1273 1939 1343"> <tr> <td style="text-align: center;">River width (m)</td> <td style="text-align: center;">Buffer zones (m)</td> </tr> </table>	River width (m)	Buffer zones (m)	Complied
River width (m)	Buffer zones (m)				

		<table border="1"> <tr> <td>> 40</td> <td>50</td> </tr> <tr> <td>20 – 40</td> <td>40</td> </tr> <tr> <td>10 – 20</td> <td>20</td> </tr> <tr> <td>5 – 10</td> <td>10</td> </tr> <tr> <td>< 5</td> <td>5</td> </tr> </table> <p>The estate has demarcated the the buffer zone area with blue colour ring at the palm along the buffer zone area. Sighted the river buffer zone area for Sg. Bahan at P10P. The vegetation along the buffer zone are well maintained. No evidence of chemical application sighted along the area. Interviewed with workers shows satisfactory understanding on prohibition of chemical application at the buffer zone area.</p> <p>River water sampling for Sg. Bahan was conducted on annually basis. Latest Sampling was conducted on 09/09/2020. Base on the sampling result, it was found that the COD, TSS and AN level at the outlet water of the river system A is slightly increase but still under Class II except for AN (Class III). The river water quality is satisfactory.</p>	> 40	50	20 – 40	40	10 – 20	20	5 – 10	10	< 5	5	
> 40	50												
20 – 40	40												
10 – 20	20												
5 – 10	10												
< 5	5												
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and	Complied										

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	<p>- Minor compliance -</p>	<p>quarterly report was submitted to DOE accordingly. Sighted the Quarterly Return Form to DOE FY 2020 as follows:</p> <p>3rd quarter</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Jul 01/07/2020</td> <td>BOD</td> <td>51.00</td> </tr> <tr> <td>pH</td> <td>9.00</td> </tr> <tr> <td rowspan="2">Aug 03/08/2020</td> <td>BOD</td> <td>49.00</td> </tr> <tr> <td>pH</td> <td>9.00</td> </tr> <tr> <td rowspan="2">Mar 01/09/2020</td> <td>BOD</td> <td>31.00</td> </tr> <tr> <td>pH</td> <td>8.80</td> </tr> </tbody> </table> <p>4th quarter</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td>Oct</td> <td>BOD</td> <td>25.00</td> </tr> </tbody> </table>	Month	Parameter	Results	Jul 01/07/2020	BOD	51.00	pH	9.00	Aug 03/08/2020	BOD	49.00	pH	9.00	Mar 01/09/2020	BOD	31.00	pH	8.80	Month	Parameter	Results	Oct	BOD	25.00	
Month	Parameter	Results																									
Jul 01/07/2020	BOD	51.00																									
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Oct	BOD	25.00																									

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		<table border="1"> <tr> <td>05/10/2020</td> <td>pH</td> <td>8.60</td> </tr> <tr> <td>Nov</td> <td>BOD</td> <td>34.00</td> </tr> <tr> <td>16/11/2020</td> <td>pH</td> <td>8.80</td> </tr> <tr> <td>Dec</td> <td>BOD</td> <td>27.00</td> </tr> <tr> <td>14/12/2020</td> <td>pH</td> <td>8.70</td> </tr> </table>	05/10/2020	pH	8.60	Nov	BOD	34.00	16/11/2020	pH	8.80	Dec	BOD	27.00	14/12/2020	pH	8.70		
05/10/2020	pH	8.60																	
Nov	BOD	34.00																	
16/11/2020	pH	8.80																	
Dec	BOD	27.00																	
14/12/2020	pH	8.70																	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>The mill monitor the usage usage of water on monthly basis. Reviewed the records as follows:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>1.49</td> <td>1.06</td> </tr> <tr> <td>Feb</td> <td>1.35</td> <td>1.22</td> </tr> <tr> <td>Mar</td> <td>1.42</td> <td>1.27</td> </tr> </tbody> </table>	Month	2019	2020	Jan	1.49	1.06	Feb	1.35	1.22	Mar	1.42	1.27		Complied			
Month	2019	2020																	
Jan	1.49	1.06																	
Feb	1.35	1.22																	
Mar	1.42	1.27																	

		<table border="1"> <tr><td>Apr</td><td>1.45</td><td>1.18</td></tr> <tr><td>May</td><td>1.44</td><td>1.19</td></tr> <tr><td>Jun</td><td>1.39</td><td>1.20</td></tr> <tr><td>Jul</td><td>1.23</td><td>1.18</td></tr> <tr><td>Aug</td><td>1.20</td><td>1.22</td></tr> <tr><td>Sep</td><td>1.00</td><td>1.23</td></tr> <tr><td>Oct</td><td>1.00</td><td>1.22</td></tr> <tr><td>Nov</td><td>1.00</td><td>1.30</td></tr> <tr><td>Dec</td><td>1.18</td><td>1.29</td></tr> <tr><td>Average</td><td>1.26</td><td>1.21</td></tr> </table>	Apr	1.45	1.18	May	1.44	1.19	Jun	1.39	1.20	Jul	1.23	1.18	Aug	1.20	1.22	Sep	1.00	1.23	Oct	1.00	1.22	Nov	1.00	1.30	Dec	1.18	1.29	Average	1.26	1.21	
Apr	1.45	1.18																															
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Nov	1.00	1.30																															
Dec	1.18	1.29																															
Average	1.26	1.21																															
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																	
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>The mill has established plan for efficiency of the use of fossil fuels and to optimise renewable energy and documented in Energy Management Plan. The mill monitored the usage of diesel and</p>	Complied																														

		<p>electricity on monthly basis. reviewed the consumption per FFB produced as follows:</p> <p>Diesel</p> <table border="1"> <thead> <tr> <th>Month</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>1.57</td> <td>1.11</td> </tr> <tr> <td>Feb</td> <td>1.09</td> <td>1.37</td> </tr> <tr> <td>Mar</td> <td>11.47</td> <td>0.98</td> </tr> <tr> <td>Apr</td> <td>1.22</td> <td>1.08</td> </tr> <tr> <td>May</td> <td>1.28</td> <td>1.65</td> </tr> <tr> <td>Jun</td> <td>1.03</td> <td>1.52</td> </tr> <tr> <td>Jul</td> <td>1.44</td> <td>1.17</td> </tr> <tr> <td>Aug</td> <td>1.31</td> <td>0.77</td> </tr> <tr> <td>Sep</td> <td>1.24</td> <td>0.69</td> </tr> <tr> <td>Oct</td> <td>1.87</td> <td>0.91</td> </tr> </tbody> </table>	Month	2019	2020	Jan	1.57	1.11	Feb	1.09	1.37	Mar	11.47	0.98	Apr	1.22	1.08	May	1.28	1.65	Jun	1.03	1.52	Jul	1.44	1.17	Aug	1.31	0.77	Sep	1.24	0.69	Oct	1.87	0.91	
Month	2019	2020																																		
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Oct	1.87	0.91																																		

		Nov	1.61	1.02		
		Dec	1.49	1.05		
		AVE	1.38	1.08		
		Electricity				
		Month	2020			
		Jan	0.28			
		Feb	0.38			
		Mar	0.19			
		Apr	0.41			
		May	0.37			
		Jun	0.27			
		Jul	0.32			
		Aug	0.19			

		<table border="1"> <tr> <td>Sep</td> <td>0.24</td> </tr> <tr> <td>Oct</td> <td>0.35</td> </tr> <tr> <td>Nov</td> <td>0.25</td> </tr> <tr> <td>Dec</td> <td>0.32</td> </tr> <tr> <td>AVE</td> <td>0.29</td> </tr> </table>	Sep	0.24	Oct	0.35	Nov	0.25	Dec	0.32	AVE	0.29	
Sep	0.24												
Oct	0.35												
Nov	0.25												
Dec	0.32												
AVE	0.29												
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.													
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied										

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		Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.	
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 at 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>Significant pollutants identification and plans are documented under Pollution Environmental Management Plan FY 2020. Implementation of plan is being monitored by appointed person in charge with target of time frame for completion.</p> <p>Sighted the sampled implementation of the management plan as follows:</p> <p>The mill conducted Stack sampling as per requirement stated in the compliance schedule for DOE license and contradiction license. Sighted the sample stack sampling as follows:</p> <ul style="list-style-type: none"> 2nd half 2020 <p>Report no: AEMR(J)/20-11/19</p> <p>Monitoring date: November 2020</p> <p>Result: Boiler no.1 111.9 mg/m3 at 12% CO2, Boiler no.2 94.4 mg/m3 at 12% CO2 within permissible limit at 150 mg/m3.</p>	Complied

Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>As per Group Sustainability Policy with ref. no. FGV/SED/POL/001, rev. 3.0 dated 17/11/2020 approved by the board of directors under section 5.3.6 stated that FGV Group shall practice no open burning in its premises. FGV Group shall actively monitor and report all fire accidents occurring within as well as its surrounding areas to the relevant authorities.</p> <p>As per SOP established and documented in "Manual Ladang Sawit Lestari Edisi III (MLSL(Ed.2) – Sec 2(6.0) dated 01/06/2012 stated during replanting the crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched which the plant that need to be replace.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP for fire prevention and control measures and documented in "Menghadapi Kecemasan (ERP)". Refer doc. No. FGV/ML-1A/L2-Pr15, issue no. 1 dated 01/06/2016.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>The estate have engages with adjacent stakeholders on the fire prevention and control measures and prohibition of open burning through correspondent letter with ref. no. (01)RSPO/P2/2021 dated 12/01/2020.</p> <p>There is evidence of open burning activity done by the smallholders at area adjacent to P10P. However, there is no evidence of monitoring and reporting done to relevant authorities been made by the estate.</p> <p>Thus, non-conformity were raised.</p>	Non-compliance

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	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and land clearing since 15 November 2018.</p>	<p>Complied</p>
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE:</p> <p>Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The estate has conducted HCV assessment as per High Conservation Value (HCV) Report, Ladang FGVP Bukit Apong Selatan dated 20/12/2018 conducted by Sustainability Officer FGVH.</p> <p>The estate has identified few hotspot area as follows:</p> <ol style="list-style-type: none"> 1. Panti Forest Reserve boundary 2. Sedili Forest boundary 3. Undeveloped area 4. Sungai Bahan 5. Rubber planting area <p>Management Plan has been established and documented in 'Pelan Pengurusan Biodiversiti FGVP Bukit Apong Selatan (2019-2023)'.</p>	<p>Complied</p>

7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and land clearing since 15 November 2018.</p> <p>The estate has conducted HCV assessment as per High Conservation Value (HCV) Report, Ladang FGVPD Bukit Aping Selatan dated 20/12/2018 conducted by Sustainability Officer FGVH.</p> <p>The estate has identified few hotspot area as follows:</p> <ol style="list-style-type: none"> 6. Panti Forest Reserve boundary 7. Sedili Forest boundary 8. Undeveloped area 9. Bahan River 10. Rubber planting area <p>Management Plan has been established and documented in 'Pelan Pengurusan Biodiversiti FGVPD Bukit Aping Selatan (2019-2023).</p>	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>	<p>No new planting and land clearing since 15 November 2018.</p> <p>The estate has conducted HCV assessment as per High Conservation Value (HCV) Report, Ladang FGVPD Bukit Aping Selatan dated 20/12/2018 conducted by Sustainability Officer FGVH.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in</p>	<p>No RTE species identified in the estate visited as per HCV and Biodiversity assessment and documented in per High Conservation</p>	Complied

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	<p>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>Value (HCV) Report, Ladang FGVP M Bukit Apung Selatan dated 20/12/2018.</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> <p>The estate monitor the wildlife present at the hotspot area identified and documented in Wildlife at Sensitive Area Monitoring Records. Reviewed the records for the month of November and December 2020.</p>	
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>No RTE species identified in the estate visited as per HCV and Biodiversity assessment and documented in per High Conservation Value (HCV) Report, Ladang FGVP M Bukit Apung Selatan dated 20/12/2018.</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 without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018</p>	Complied

Appendix B: Approved Time Bound Plan

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Supply Bases (estates, plantations, associations)			
	FFB Supplier	Certification Year	Certification Standard	Status
KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2014	Certified
	FGVPM Selancar 08	2017	MYNI 2014	
	FGVPM Selancar 09	2017	MYNI 2014	
KS ARING A	FGVPM Aring 02	2017	MYNI 2014	Certified
	FGVPM Aring 15	2017	MYNI 2014	
	FGVPM Aring 03	2017	MYNI 2014	
	FGVPM Aring 04	2017	MYNI 2014	
	FGVPM Aring 05	2017	MYNI 2014	
	FGVPM Aring 06	2017	MYNI 2014	
	FGVPM Aring 08	2017	MYNI 2014	
	FGVPM Aring 10	2017	MYNI 2014	
	FGVPM Aring 11	2017	MYNI 2014	
KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified
	FGVPM Selendang 4	2018	MYNI 2014	
	FGVPM Selendang 5	2018	MYNI 2014	
	FGVPM Berabong 1	2018	MYNI 2014	
KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014	Certified
	FGVPM Bukit Sagu 6	2017	MYNI 2014	
	FGVPM Bukit Sagu 07	2017	MYNI 2014	
	FGVPM Bukit Sagu 08	2017	MYNI 2014	
KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified
	FGVPM Bera Selatan 07	2017	MYNI 2014	
	FGVPM Merchong	2017	MYNI 2014	
	FGVPM Keratong Timur	2017	MYNI 2014	
	FASSB Merchong	2017	MYNI 2014	
KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified
	FGVPM Lepar Utara 08	2017	MYNI 2014	
	FGVPM Lepar Utara 09	2017	MYNI 2014	
	FGVPM Lepar Utara 11	2017	MYNI 2014	

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KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2014	Certified
	FGVPM Moakil 07	2018	MYNI 2014	
KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2014	Certified
	FGVPM Mengkarak 2	2018	MYNI 2014	
KS KRAU	FVGPM Krau 2	2018	MYNI 2014	Certified
	FVGPM Krau 4	2018	MYNI 2014	
KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified
	FGVPM Lepar Hilir 06	2017	MYNI 2014	
	FGVPM Lepar Hilir 08	2017	MYNI 2014	
KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified
	FGVPM Triang Selatan 1	2017	MYNI 2014	
	FGVPM Triang 4	2017	MYNI 2014	
KS KECHAU B	FGVPM Kechau 06	2017	MYNI 2014	Certified
	FGVPM Kechau 08	2017	MYNI 2014	
	FGVPM Kechau 09	2017	MYNI 2014	
	FGVPM Kechau 10	2017	MYNI 2014	
	FGVPM Kechau 02	2017	MYNI 2014	
	FGVPM Kechau 03	2017	MYNI 2014	
	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		
KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified
	FGVPM Palong Timur 06	2018	MYNI 2014	
BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified
	FGVPM Besout 07	2018	MYNI 2014	
KS NERAM	FGVPM Cherul 03	2018	MYNI 2014	Certified
KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2014	Certified
	FGVPM Chini Timur 4	2018	MYNI 2014	
KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified
	FGVPM Ciku 8	2018	MYNI 2014	
KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified
KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Re-Certified
	FGVPM Palong 18	2018	MYNI 2014	

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	FGVPM Palong 21	2018	MYNI 2014	(External Audit)
	FGVPM Serting Hilir 8	2018	MYNI 2014	
KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Certified
KS KERTEH	FASSB Kerteh	2018	MYNI 2014	Certified
	FGVPM Semaring 01	2018	MYNI 2014	
KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2014	Certified
	FASSB K.GELANGGI 5/6	2018	MYNI 2014	
KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2014	Certified
KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	Certified
KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified
	FGVPM Bukit Tongkat B	2018	MYNI 2014	
KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Certified
KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified
KS SERTING HILIR	FGVPM Tembangau 03	2018	MYNI 2014	Certified
	FGVPM Tembangau 05	2018	MYNI 2014	
	FGVPM Tembangau 06	2018	MYNI 2014	
	FGVPM Tembangau 07	2018	MYNI 2014	
	FGVPM Tembangau 08	2018	MYNI 2014	
	FGVPM Tembangau 09	2018	MYNI 2014	
	FGVPM Serting Hilir 9	2018	MYNI 2014	
	FASSB Serting Hilir	2018	MYNI 2014	
KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified
KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified
	FGVPM Rantau abang 2	2021	MYNI 2014	
	FGVPM Chador 1	2018	MYNI 2014	
KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified
	FGVPM Tenggaroh 11	2018	MYNI 2014	
	FGVPM Tenggaroh 13	2018	MYNI 2014	
KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified
KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified
KS WAHA	FGVPM BUKIT APING SELATAN	2018	MYNI 2014	Certified
KS KALABAKAN	FGVPM Kalabakan Utara 01	TBC	MYNI 2014	External Audit
	FGVPM Kalabakan Selatan	TBC	MYNI 2014	
KS HAMPARAN BADA I	FGVPM Sahabat 23	TBC	MYNI 2014	

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	FGVPM Sahabat 24	TBC	MYNI 2014	External Audit
	FGVPM Sahabat 26	TBC	MYNI 2014	
	FGVPM Sahabat 28	TBC	MYNI 2014	
	FGVPM Sahabat 31	TBC	MYNI 2014	
	FGVPM Sahabat 33	TBC	MYNI 2014	
	FGVPM Sahabat 34	TBC	MYNI 2014	
	FGVPM Sahabat 25	TBC	MYNI 2014	
	FGVPM Sahabat 22	TBC	MYNI 2014	
	FASSB Tambisan	TBC	MYNI 2014	
KS UMAS	FGVPM Umas 05	TBC	MYNI 2014	External Audit
	FGVPM Umas 06	TBC	MYNI 2014	
KS PONTIAN FICO	Pontian Fico	TBC	MYNI 2014	External Audit
	Pontian Subok	TBC	MYNI 2014	
	Pontian Orico	TBC	MYNI 2014	
	Pontian Pendirosa	TBC	MYNI 2014	
	Pontian Kuril	TBC	MYNI 2014	
	Pontian Hillco	TBC	MYNI 2014	
	Pontian Korosah	TBC	MYNI 2014	
Blossom Plantation Sdn. Bhd	TBC	MYNI 2014		
KS TEMENTI	FGVPM Bera Selatan 1	TBC	MYNI 2014	External Audit
	FGVPM Bera Selatan 4	TBC	MYNI 2014	
KS SAMPADI	FGVPM Sampadi 01	TBC	MYNI 2014	Internal Audit
	FGVPM Sampadi 03	TBC	MYNI 2014	
	FGVPM Sampadi 04	TBC	MYNI 2014	
	FGVPM Sampadi 05	TBC	MYNI 2014	
	FGVPM Sampadi 06	TBC	MYNI 2014	
KS KEMBARA SAKTI	FGVPM Sahabat 30	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 35	TBC	MYNI 2014	
	FGVPM Sahabat 40	TBC	MYNI 2014	
	FGVPM Sahabat 41	TBC	MYNI 2014	
	FGVPM Sahabat 42	TBC	MYNI 2014	
	FGVPM Sahabat 43	TBC	MYNI 2014	
KS NILAM PERMATA	FGVPM Sahabat 50	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 51	TBC	MYNI 2014	
	FGVPM Sahabat 52	TBC	MYNI 2014	
	FGVPM Sahabat 53	TBC	MYNI 2014	
	FGVPM Sahabat 54	TBC	MYNI 2014	

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KS MERCU PUSPITA	FGVPM Sahabat 07 FGVPM Sahabat 46 FGVPM Sahabat 48 FGVPM Sahabat 10 FASSB Sahabat 06	TBC TBC TBC TBC TBC	MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014	Internal Audit
KS LANCANG KEMUDI	FGVPM Sahabat 36 FGVPM Sahabat 38 FGVPM Sahabat 39 FGVPM Sahabat 44 FGVPM Sahabat 45	TBC TBC TBC TBC TBC	MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014	Internal Audit
KS EMBARA BUDI	FGVPM Sahabat 11 FGVPM Sahabat 12 FGVPM Sahabat 17 FGVPM Sahabat 56 FGVPM Sahabat 20 FASSB Sahabat 17 FGVPM Sahabat 21	TBC TBC TBC TBC TBC TBC TBC	MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014 MYNI 2014	Internal Audit
KS BAIDURI AYU	FGVPM Sahabat 09 FGVPM Sahabat 16 FGVPM Sahabat 55	TBC TBC TBC	MYNI 2014 MYNI 2014 MYNI 2014	Internal Audit
KS TENGGAROH TIMUR	FGVPM Tenggaraoh 12 FGVPM Tenggaraoh Timur 2	2021 TBC	MYNI 2014 MYNI 2014	Internal Audit
Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd Kronos plantations Sdn. Bhd Fortune Plantation Sdn. Bhd BJ Corporation Sdn. Bhd	2021 2021 2021 2021	Group Cert Group Cert Group Cert Group Cert	Internal Audit
Tanah Emas Oil Palm Processing	Sri Kehuma Yapidmas AE Tanah Emas Corporation Berhad (TECB) Ladang Kluang Yapidmas D Sri Mosta 1 Sri Mosta 2 Sri Mosta 3 Cepat Ringgit A Cepat Ringgit B Cepat Ringgit D	2021 2021 2021 2021 2021 2021 2021 2021 2021 2021 2021	Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert Group Cert	Internal Audit

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	Karamuak	2021	Group Cert	
	Sg Milian	2021	Group Cert	
	Sg Imbak	2021	Group Cert	
	Kuamut	2021	Group Cert	
PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit
PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit
FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit
Estate under RaCP	TBA	2021	MYNI 2018	Internal Audit

Remarks: TBC – As per the Complaints Panel (CP) decision on 13/01/2020, all new certification under FGV is suspended and to be confirmed on future date.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in [2020] for [Waha POM] and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in [2020] for [Waha POM] and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.96
PKO	0.96

Extraction	%
OER	20.8
KER	5.1

Production	t/yr
FFB Process	15,337.21
CPO Produced	3190.14
PKO Produced	782.20

Land Use	Ha
OP Planted Area	851.96
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	851.96

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	8411.49	0.55	0.00	0.00	0.00	0.00	8411.49	0.55
CO ₂ Emission from fertilizer	554.23	0.04	0.00	0.00	0.00	0.00	554.23	0.04
NO ₂ Emission	444.55	0.52	0.00	0.00	0.00	0.00	444.55	0.52
Fuel Consumption	78.40	0.09	0.00	0.00	0.00	0.00	78.40	0.09
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-7975.82	-9.36	0.00	0.00	0.00	0.00	-7975.82	-9.36
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1515.85	1.78	0.00	0.00	0.00	0.00	1515.85	1.78

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	891.97	0.00
Grid Electricity Utilization	3299.02	0.01
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	-11,991.39	-0.05
Sales of EFB	0.00	0.00
Total	-7,800.39	-0.03

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

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

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	Jan-20	1,045.26	19,081.06	20,126.32
2	Feb-20	982.64	19,665.60	20,648.24
3	Mar-20	546.25	18,428.06	18,974.31
4	Apr-20	0.00	21,482.21	21,482.21
5	May-20	473.6	21,375.00	21,848.60
6	Jun-20	1,544.55	26,572.37	28,116.92
7	Jul-20	1,496.20	24,040.26	25,536.46
8	Aug-20	1,569.31	24,325.80	25,895.11
9	Sep-20	1,797.40	24,834.87	26,632.27
10	Oct-20	1,406.19	22,048.72	23,454.91
11	Nov-20	1,274.34	22,868.91	24,143.25
12	Dec-20	1,167.79	20,527.56	21,695.35
13	Jan-21	952.8	16424.59	17377.39
14	Feb-21	696.04	13111.49	13807.53
	TOTAL	14,952.37	294,786.50	309,738.87

Note:
 No FFB received from certified supply bases in April 2020 due to MCO, low crop season and shortage of labour during the period.

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Jan-20	213.63	51.14
2	Feb-20	189.56	44.63
3	Mar-20	116.41	30.67
4	Apr-20	0.00	0.00
5	May-20	60.22	12.2
6	Jun-20	337.59	79.61
7	Jul-20	305.56	80.27
8	Aug-20	321.73	79.46
9	Sep-20	364.86	91.43

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10	Oct-20	306.89	78.85
11	Nov-20	279.00	66.33
12	Dec-20	244.49	54.93
13	Jan-21	187.77	42.66
14	Feb-21	150.55	0.00
	TOTAL	3078.26	712.18

Note:

No certified CPO and PK produce in April 2020 due to no FFB received from certified supply bases in April 2020 due to MCO, low crop season and shortage of labour during the period.

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	Buyer ABC	CB101336 (Active)	0.00	42.69
2	Buyer ABC	CB101336 (Active)	0.00	87.61
3	Buyer ABC	CB101336 (Active)	0.00	57.5
4	Buyer ABC	CB101336 (Active)	0.00	169.87
5	Buyer ABC	CB101336 (Active)	0.00	89.78
6	Buyer ABC	CB101336 (Active)	0.00	81.4
7	Buyer ABC	CB101336 (Active)	0.00	49.92
	TOTAL		0.00	578.77

Note:

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)
	N/A			

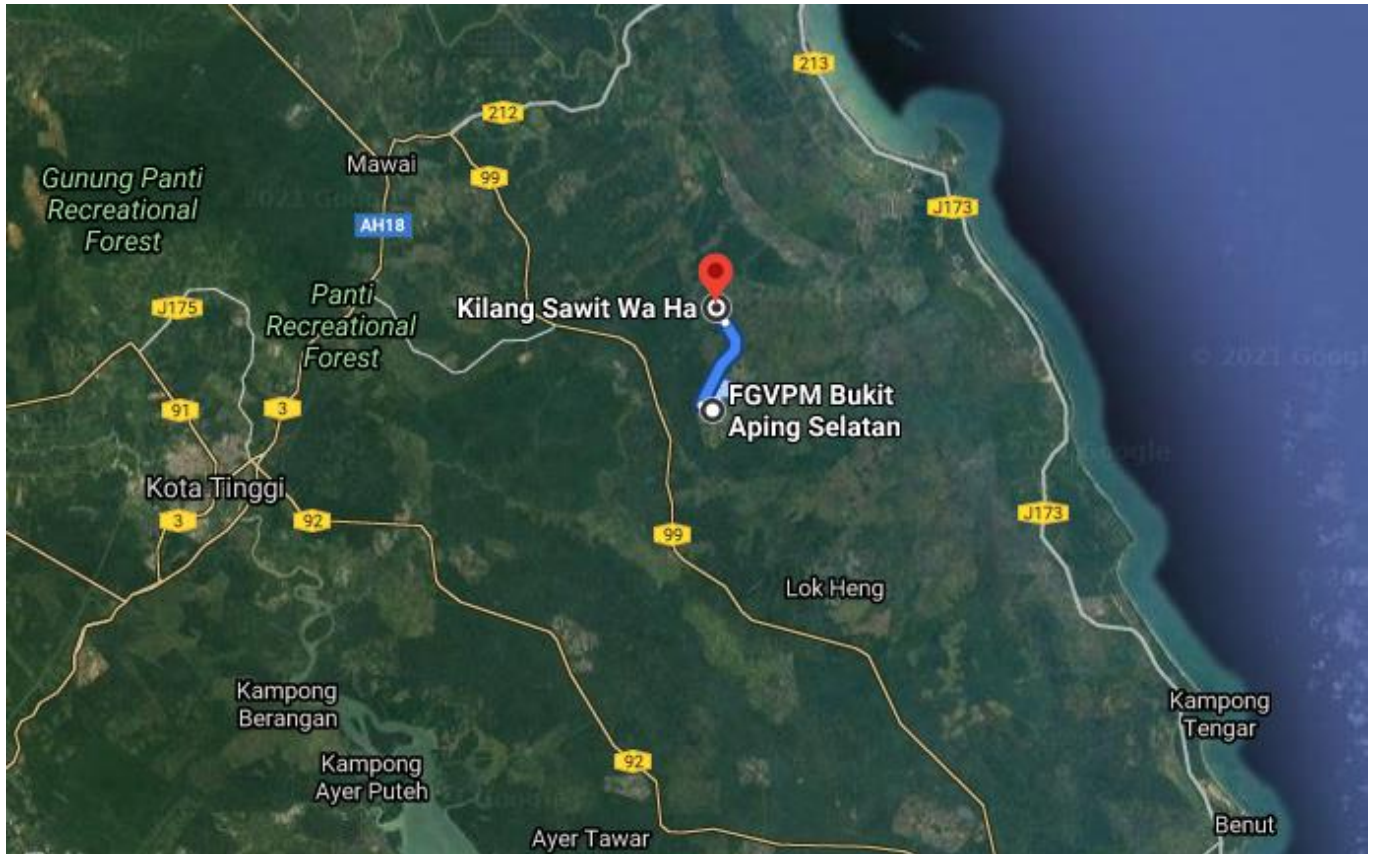
Note:

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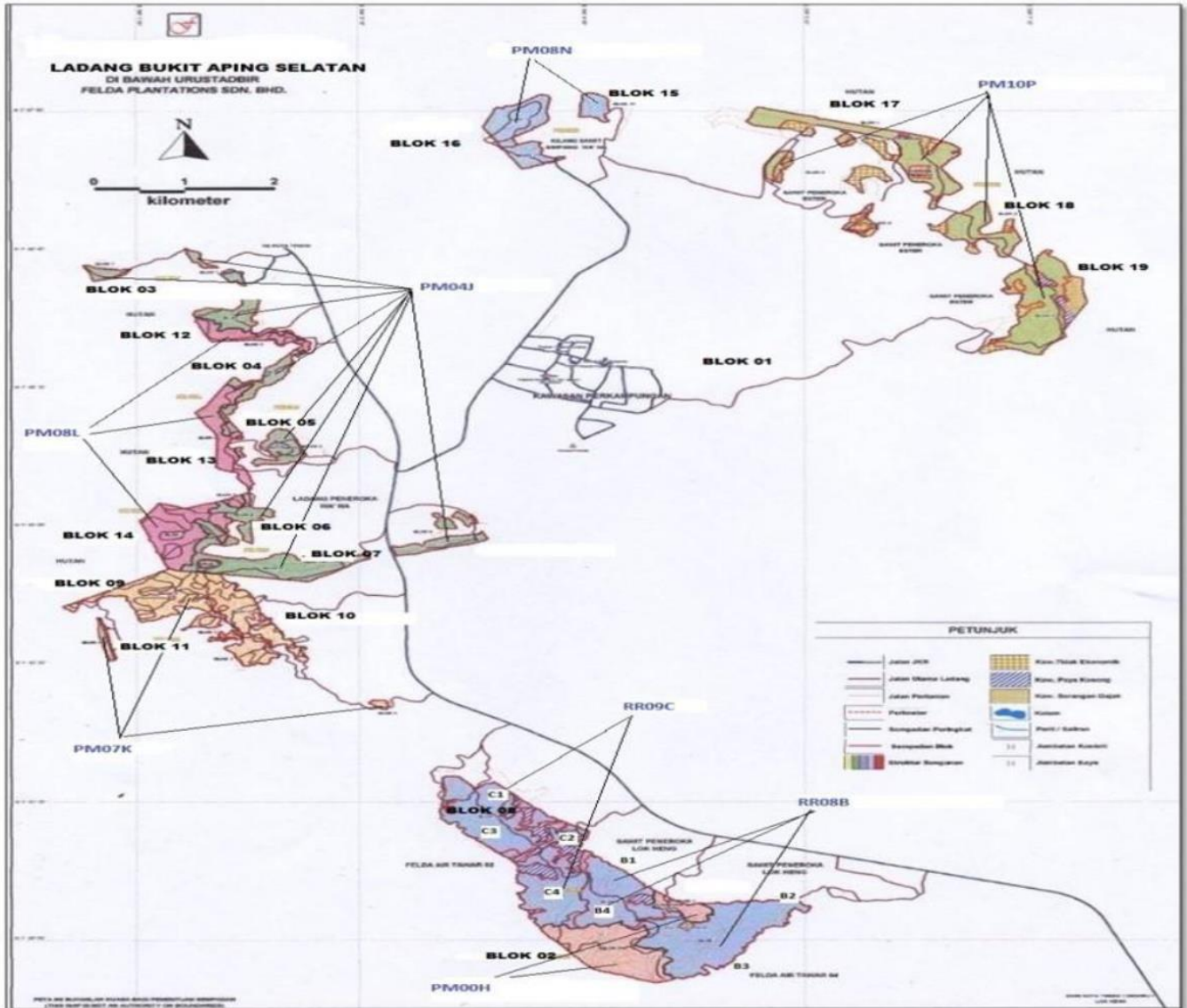
E. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	Buyer A	2,096.00	0
Note:			

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)
1	Buyer ABC	ST-TR-992ef9ae-5198	100.00
	TOTAL		100.00
Note:			

Appendix E: Location Map of Certification Unit and Supply bases



Appendix F: Estate Field Map



Appendix G: List of Smallholder Sampled

N/A

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
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