

MSPO Public Summary Report
Revision 2 (Nov 2021)**MALAYSIAN SUSTAINABLE PALM OIL**
MSPO OPMC Public Summary Report

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (1_1)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

UNITED PLANTATIONS BERHAD
Client Company (HQ) Address: Jalan Kuala Selangor - Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Certification Unit: United Plantation Berhad – Jendarata Palm Oil Mill & Plantations: Jendarata Estate, Seri Pelangi Estate, & Tanarata Estate
Date of Final Report: 3/9/2024

Report prepared by:
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Report Number: 3984779

Assessment Conducted by:
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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	United Plantations Berhad		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Jendarata Palm Oil Mill	508108704000	31/03/2025
	Jendarata Estate	501550502000	31/03/2025
	Seri Pelangi Estate	502207202000	31/10/2024
	Tanarata Estate	618605002000	17/07/2025
Address	Jalan Kuala Selangor - Teluk Intan, Jendarata Estate, 36009 Teluk Intan, Perak, Malaysia		
Management Representative	Lee Kian Wei		
Website	www.unitedplantations.com	E-mail	lkw@unitedplantations.com
Telephone	017-6093288	Facsimile	05-6417100

1.2 Certification Information			
Certificate Number	Mill: MSPO 693201 Estate: MSPO 693204	Certificate Start Date	07/09/2023
Date of First Certification	07/09/2018	Certificate Expiry Date	06/09/2028
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	The objective of the assessment was to conduct an annual surveillance assessment 1_1 and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organization's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organization's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Recertification Assessment Visit Date (RAV) 1	10-13/07/2023		
Continuous Assessment Visit Date (CAV) 1	15-18/07/2024		
Continuous Assessment Visit Date (CAV) 2	-		

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Continuous Assessment Visit Date (CAV) 3	-
Continuous Assessment Visit Date (CAV) 4	-

1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 693200	RSPO Principles & Criteria for Sustainable Palm Oil Production; Malaysian National Interpretation: 2019 Supply Chain CPO Mills -: Identity Preserve	BSI Services Malaysia Sdn Bhd	28/09/2027
MSPO 709996	MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018	BSI Services Malaysia Sdn Bhd	13/08/2029

1.4 Location of Certification Unit

Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Jendarata Palm Oil Mill	Jendarata Estate, Jalan Klang - Teluk Intan, 36009 Teluk Intan, Perak, Malaysia	3° 51' 11.90" N	100° 58' 04.80" E
Jendarata Estate	Jendarata Estate, Jalan Klang - Teluk Intan, 36009 Teluk Intan, Perak, Malaysia	3° 54' 00.60" N	100° 58' 38.50" E
Seri Pelangi Estate	Batu 11 ¾ Jalan Bidor, 36009 Teluk Intan, Perak, Malaysia	3° 59' 37.30" N	101° 09' 34.90" E
Tanarata Estate	Batu 7, Jalan Changkat Jong, 36008 Teluk Intan, Perak, Malaysia	3° 58' 12.00" N	101° 05' 48.80" E

1.5 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Jendarata Estate	5,201.41	3.15	1,131.08	6,335.64	82.10
Seri Pelangi Estate	1,329.00	0.00	99.30	1,428.30	93.05
Tanarata Estate	3,380.65	58.25	217.29	3,656.19	92.46
Total (ha)	9,911.06	61.40	1,447.67	11,420.13	-

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1.6 Plantings & Cycle

Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Jendarata Estate	763.11	2,601.72	1,398.72	437.86	0.00	4,438.30	763.11
Seri Pelangi Estate	564.00	339.00	159.00	267.00	0.00	765.00	564.00
Tanarata Estate	544.35	2,661.77	174.53	0.00	0.00	2,836.30	544.35
Total (ha)	1,871.46	5,602.49	1,732.25	704.86	0.00	8,039.60	1,871.46

1.7 Certified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Sep 2023 - Aug 2024)	Actual (July 2023 - Jun 2024)	Forecast (Sept2024 - Aug 2025)
Jendarata Estate	136,200.00	125,842.99	132,000.00
Seri Pelangi Estate	38,000.00	22,423.36	31,800.00
Tanarata Estate	49,600.00	49,870.98	60,000.00
Total	223,800.00	198,137.33	223,800.00

1.8 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Sep 2023 - Aug 2024)	Actual (July 2023 - Jun 2024)	Forecast (Sept2024 - Aug 2025)
N/A	N/A	N/A	N/A
Total (mt)	N/A	N/A	N/A

Note: There is no uncertified tonnage as the mill only processed internal crops from supply base estate.

1.9 Certified Tonnage

Mill Capacity: 50 MT/hr SCC Model: SG/MB	Estimated (Sep 2023 - Aug 2024)	Actual (July 2023 - Jun 2024)	Forecast (Sept2024 - Aug 2025)
	FFB	FFB	FFB
	223,800.00	198,137.33	223,800.00
	CPO (OER: 23.50 %)	CPO (OER: 21.36 %)	CPO (OER: 23.50 %)
	52,593.00	42,337.04	52,593.00
	PK (KER: 5.50 %)	PK (KER: 4.27 %)	PK (KER: 5.50 %)
	12,309.00	8,467.58	12,309.00

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1.10 Actual Sold Volume (CPO)					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
42,337.04	0.00	0.00	42,337.04	0.00	42,337.04

1.11 Actual Sold Volume (PK)					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
8,467.58	0.00	0.00	8,467.58	0.00	8,467.58

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 15-18/07/2024. The audit programme is included as Section 2.4. The approach to the audit was to treat the Jendarata POM, Jendarata Estate, Seri Pelangi Estate and Tanarata Estate as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The Certification Unit were not using MSPO certification marks for any type of on- and off-product communication. The Certification Unit are compliance with the use of the MSPO Logo and related claims.

The estates or smallholders' sample were determined based on formula $S = r\sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement. The sampling of smallholders was based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members. The sampled smallholder listed in Appendix B.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.6.

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

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

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification and recertification decision by BSI. For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Re-Certification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Jendarata POM	√	√	√	√	√
Jendarata Estate	√	√	-	√	√
Seri Pelangi Estate	√	-	√	-	√
Tanarata Estate	-	√	√	√	-

Tentative Date of Next Visit: July 7, 2025 - July 10, 2025

Total No. of Mandays: 11 Mandays

2.1 BSI Assessment Team

Team Member Name	Role (Team Leader or Team member)	Qualifications (Short description of the team members)
Ahmad Rofi Abu Talib Khan (ARK)	Team Leader	<p>Education: Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years' experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). Currently working as auditor for palm oil sustainability certifications.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental </p> <p>Language proficiency: English and Bahasa Malaysia.</p>

Nor'ain Mohd (NMN)	Binti Nasir	Team Member	<p>Education:</p> <p>She graduated in Bachelor of Science (Hons) (Plantation Technology and Management) from University Teknologi Mara (UiTM).</p> <p>Work Experience:</p> <p>She has 10 years working experience in plantation company with various departments such as Estate Operations, Risk and System Management Department and Sustainability and Quality Department prior to joining Certification Body as an Auditor for more than 4 years. She is familiar with oil palm operations and its supply chain including Social, Environmental, Safety and Health, Legal and Good Agricultural practices. She is involved in auditing MSPO OPMC, MSPO SCCS, RSPO P&C, RSPO SCCS, ISCC EU and PLUS Basic Training, ISCC Waste & Residue and ISCC Independent Smallholder.</p> <p>Training attended:</p> <p>She has completed 14001:2015 (2019), ISO 9001:2015 (2024), Endorsed MSPO Auditor Course (2019), Endorsed MSPO SCCS Auditor Course (2019), Endorsed RSPO P&C Lead Auditor Course (2019), Endorsed RSPO SCCS Lead Auditor Course (2019), SA8000 (2019), ISCC EU and PLUS Basic Training (2019), ISCC Waste And Residue (2020), ISCC Independent Smallholder (2020), ISCC (ARIA) Platform (2023), Roundtable on Sustainable Biomaterials (RSB) (2020), Refresher-endorsed RSPO P&C 2018 Lead Auditors Training Course (2021) and RSPO-endorsed RSPO SCCS Refresher Course (2022).</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental</p> <p>Language proficiency:</p> <p>English and Bahasa Malaysia.</p>
Mohd Isa Hasim (MIH)		Team Member	<p>Education:</p> <p>He holds the Diploma in Mechanical Engineering, UiTM Pulau Pinang and Diploma in Palm Oil Milling Technology, MPOB Bangi.</p> <p>Work Experience:</p> <p>He started his career as Assistant Engineer at Sime Darby Plantation and obtained working experience almost 8 years in Palm Oil Mill. Later he join in petrochemical plant for 3 years as Steam Engineer before he joins as Freelance MSPO Auditor with 6 years' with various certificate body.</p> <p>Training attended:</p> <p>He has completed ISO 9001:2015 Lead Auditor Course, MSPO OPMC Lead Auditor Course, MSPO SCCS Lead Auditor Course, IMS Lead Auditor Course, RSPO P&C Lead Auditor Course, RSPO SCCS Lead Auditor Course. He also has a competency license of CEPSSWAM Schedule Waste Management, Safety & Health Officer (SHO) DOSH Green Book, Construction Safety & Health Officer (CSHO) CIDB, Steam Engineer Grade 1, DOSH Putrajaya</p> <p>Aspect covered in this audit:</p>

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		<input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Social <input type="checkbox"/> Environmental Language proficiency: English and Bahasa Malaysia.
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2.2 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.

2.3 Accompanying Persons

No.	Name	Role
	N/A	

2.4 Assessment Plan

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

Date	Time	Subjects	ARK	NMN	MIH
Sunday, 14/07/2024		Audit team travel to Kuala Lipis, Pahang	√	√	√
Monday, 15/07/2024 Jendarata Palm Oil Mill	0800 - 0930	Audit team travel to Jendarata Palm Oil Mill Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). Verification on previous audit findings 	√	√	√
	0930 - 1230	Assessment: Plant visit, 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.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1700	Document review (MS 2530:2013 Part 4): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources,	√	√	√

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Date	Time	Subjects	ARK	NMN	MIH
		biodiversity and ecosystem services and P6: Best practices			
	1700 1730	- Interim closing meeting	√	√	√
Tuesday, 16/07/2024	0900 1230	- 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, Scheduled wastes management, worker housing, clinic, Landfill, etc.	√	√	√
Jendarata Estate	1230 1330	- Lunch	√	√	√
	1330 1700	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	√
	1700 1730	- Interim closing meeting	√	√	√
Wednesday, 17/07/2024	0900 1230	- 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, Scheduled wastes management, worker housing, clinic, Landfill, etc	√	√	√
Jendarata Estate – ARK					
Tanarata Estate – NMN, MIH	1000 1200	- Stakeholder Consultation Meeting – (Government, Village Rep, Smallholders, Union Leaders, Contractors) – Tanarata Estate		√	
	1230 1330	- Lunch	√	√	√
	1330 1700	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	√
	1700 1730	- Interim closing meeting	√	√	√

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Date	Time	Subjects	ARK	NMN	MIH
Thursday, 18/07/2024 Tanarata Estate	0900 1030	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	
	1230 1330	- Lunch	√	√	√
	1330 1530	- Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√	
	1530 1600	- Auditor Meeting	√	√	√
	1600 1630	- Interim meeting	√	√	√
	1630 1700	- Auditor Meeting – Preparation for Closing Meeting	√	√	√
	1700 1730	- Closing Meeting	√	√	√

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Section 3: Assessment Findings

3.1 Details of audit results

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

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

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During the assessment there were zero (0) Major & two (2) Minor nonconformities and zero (0) raised. The Jendarata Palm Oil Mill and Supply Bases Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Non-conformity(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 Report			
NCR Ref #:	2523329-202407-N1	Issue Date:	18/07/2024
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Jendarata Estate / Tanarata Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.6.1.1 Minor
Requirements:	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.		
Statement of Nonconformity:	There is no mechanism to check consistencies and implementation of procedures related to HIRARC and CHRA.		
Objective Evidence:	<p>During a site visit to the tractor parking bay Jendarata Estate, it was observed that lubricants were stored in drinking bottles without proper labeling and in unsuitable containers. Interviews and document reviews revealed that there is no mechanism in place to ensure compliance with Safe Operating Procedures (SOP). According to SOP Section 5: Transporting, Receiving, Handling, Storage, and Disposal of Chemicals, Item 3, containers must be properly labelled, undamaged, and free from spills during handling.</p> <p>During the site visit to Jendarata Estate, one unattended empty lubricant container was found in field P21, and multiple paint containers were discovered in the field near the general store. Verification of the waste management plan indicated that</p>		

	<p>contaminated containers should be disposed of as scheduled waste by a DOE-approved waste manager.</p> <p>Additionally, at Tanarata Estate's composting pit, non-biodegradable waste was found disposed of improperly. This contradicts the waste disposal method, which requires all non-biodegradable and recyclable items to be segregated and sent to a waste manager</p>
Corrections:	<ol style="list-style-type: none"> 1. The transferred lubricant/gear oil must be stored in High-density polyethylene (HDPE) container as provided by the Estate management with labelling on the name of content. 2. Briefing will be conducted for all workshop attendant/operators regarding the implementation of No. 1. 3. Briefing will be conducted for all Mandores to conduct a proper monitoring on chemical/lubricant/paint container in the field as per the designated checklist. 4. The types of domestic waste (biodegradable and non-biodegradable) to be explicitly identified in the waste management plan in order to standardize the implementation of waste segregation protocols. 5. Briefing to be conducted for the workers who are in-charge of the waste segregation as per the waste management plan
Root cause analysis:	<ol style="list-style-type: none"> 1. There is no appropriate small container for the Estate's workshop attendant/operators to transfer the lubricant/gear oil/grease from large drum. 2. Low awareness on the labelling of chemicals at transferred container particular for Estate's workshop operations. 3. Low awareness on the monitoring of chemical/lubricant/paint container in the field. 4. Lack of standardization in terms of the waste segregation where biodegradable plastic bags are allowed to be disposed in the composting pit, however larger plastic sheet (rice/detergent bags) and plastic bottles which are non-biodegradable must be segregated and to be recycled.
Corrective Actions:	<ol style="list-style-type: none"> 1. The necessary requirement for any transfer of chemicals to be included in the OSH monthly checklist and the on-site implementation will be checked during the routine internal audits. 2. The adherence to the checklist on monitoring of chemical/lubricant/paint container in the field will be checked and inspected on-site during the routine internal audits. 3. During the routine internal audits, the implementation of waste segregation as per the waste management plan will be inspected at the composting pit.
Assessment Conclusion:	The CAP is accepted, further on-site verification will be conducted in the next assessment.

Non-Conformity Report			
NCR Ref #:	2523329-202407-N2	Issue Date:	18/07/2024
Due Date:	Next Surveillance	Date of Closure:	Open
Area/Process:	Jendarata Palm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.6.1.1 Minor

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Requirements:	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.
Statement of Nonconformity:	There is no mechanism to check consistencies and implementation of procedures related to HIRARC and CHRA.
Objective Evidence:	<p>During a site visit to the Ramp Area, it was seen that two FFB lorry drivers (Vehicle Nos: JTN7682 & JTX4595) were not wearing safety helmets while working. When interviewed, the drivers said they did not bring their helmets. When the drivers removed the canvas, 2-3 bunches fell, showing potential safety risks. There is no system in place to ensure the use of PPE and compliance with HIRARC as of 02/01/2024. According to the PPE Management Procedure dated 02/01/2022, Section 2, employees must wear appropriate PPE to protect against injury or exposure to hazardous substances. Section 11 states that supervisors must monitor the use of PPE.</p> <p>Additionally, during an inspection at the workshop store, three lubricant bottles were found in containers without proper labels: one in a dishwasher container, one in a container labeled "Petrol," and one without any label. Interviews and document checks showed there is no system to ensure compliance with the Safe Operating Procedure (SOP). According to SOP Section 5: Transporting, Receiving, Handling, Storage, and Disposal of Chemicals, Item 3, containers must be properly labeled, undamaged, and free from spillage during handling.</p>
Corrections:	<ol style="list-style-type: none"> 1. Briefing to be conducted for the mill and estate management along with the third-party FFB transporters, APs and FFB ramp supervisor on the SOP and HIRARC for unloading FFB at ramp. 2. The APs at guard post must conduct visual inspection on the FFB lorry drivers and deny entry if no safety helmet. 3. The transferred lubricant/gear oil must be stored in High-density polyethylene (HDPE) container as provided by the Mill management with labelling on the name of content. 4. Briefing will be conducted for all workshop attendant/operators regarding the implementation of No. 3.
Root cause analysis:	<ol style="list-style-type: none"> 1. Lack of monitoring and awareness by the APs to ensure all lorry drivers bring along safety helmet at the entry point i.e. mill gate. 2. There is no appropriate small container for the mill's workshop attendant/operators to transfer the lubricant/gear oil/grease from large drum. 3. Low awareness on the labelling of chemicals at transferred container particular for mill's workshop operations.
Corrective Actions:	<ol style="list-style-type: none"> 1. During the routine internal audits, inspection will be conducted on-site at the AP post (entry point) and ramp to ensure the lorry drivers are wearing safety helmet before unloading FFB. 2. The necessary requirement for any transfer of chemicals to be included in the OSH monthly checklist and the on-site implementation will be checked during the routine internal audits.
Assessment Conclusion:	The CAP is accepted, further on-site verification will be conducted in the next assessment.

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Opportunity For Improvement			
Ref:	N/A	Clause:	MSPO Part __: N/A
Area/Process:	N/A		
Objective Evidence:	N/A		

Noteworthy Positive Comments	
1	Good relationship being maintained with surrounding communities and stakeholders.
2	Good commitment from the management on maintaining the certification.

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	N/A	Issue Date:	N/A
Due Date:	N/A	Date of Closure:	N/A
Area/Process:	N/A	Clause & Category: (Major / Minor)	N/A
Clause:	N/A		
Requirements:	N/A		
Statement of Nonconformity:	N/A		
Objective Evidence:	N/A		
Corrections:	N/A		
Root cause analysis:	N/A		
Corrective Actions:	N/A		
Assessment Conclusion:	N/A		
Verification Statement:	N/A		

Opportunity For Improvement			
Ref:	2366999-202307-I1	Clause:	MSPO 2530 Part 3- 4.5.5.1 (d)
Area/Process:	Seri Pelangi Estate		
Objective Evidence:	The understanding and monitoring on protection of water courses and wetland especially during replanting operation could be further improved.		
Verification Statement:	Seri Pelangi Estate has improved its watercourse and wetland protection during replanting by conducting staff training, updating monitoring protocols, and maintaining buffer zones. Water quality tests were performed to assess the river's condition, and a site visit confirmed that buffer zones were effectively established. Additionally, the site visit at Jendarata Estate and Tanarata Estate to observe and learn from best practices in watercourse and wetland protection.		

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3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
2523329-202407-N1	MSPO 2530 Part 3: 4.6.1.1 (Minor)	18/07/2024	Open
2523329-202407-N2	MSPO 2530 Part 4: 4.6.1.1 (Minor)	18/07/2024	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	Feedbacks: SJKT Jendarata 3 The school inside the estate compound and all the maintenance of the school building was carried out by the management. School will fill up the request form. Water and electricity were paid by the management.
	Management Responses: The management will maintain good relationship with government agencies.
	Audit Team Findings: No further issue.
2	Feedbacks: Canteen and Contractors No issues arise, all contractors and vendor were provided with contract agreement and aware on the requirement to comply with standard minimum wages, EPF, SOCSO and the payment received within the stipulated time. The contractors and vendors will meet the manager directly when needed. The canteen building was rented at affordable rate and all repairs will be done by the management without any charges. The management will request the canteen the business licenses and related documents.
	Management Responses: Management will maintain good relationship with contractor and vendor.
	Audit Team Findings: No further issue.
3	Feedbacks: 'Surau' and Temple rep The temple and 'Surau' is in the estate. The water and electricity supply were managed by the management including building maintenance. The management always allowed external communities who visit the temple with the permission from AP Post and Sergeant.
	Management Responses: The management always maintain the close relationship with internal and external communities
	Audit Team Findings: No further issue. Evident during the audit the temple and 'surau' in good and clean conditions.
4	Feedbacks: Smallholder (Ms Prxxx) She is one the company employees. The smallholder has good relationship with the management of the estates and mill. There is a cleared demarcation between estate and smallholder by trenches and boundary stones.

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	Management Responses: Management will maintain good relationship with smallholders.
	Audit Team Findings: No further issue.
5	Feedbacks: NUPW Rep The rep shared the rates of NUPW fees and insurance. The collective agreement has been expired. All the workers were provided with employment contract. The company provides locker to all workers to keep their passport and there is no recruitment fees has been charged by the recruitment agent or the company.
	Management Responses: Management will maintain good relationship with employees.
	Audit Team Findings: No further issue.

3.6 List of Stakeholders Contacted

Government Officer: SJKT Jendarata 3	Community/neighbouring village: Surau & Temple
Suppliers/Contractors/Vendors: Canteen and Contractor	Worker's Representative/Gender Committee: NUPW

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Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment Jendarata Palm Oil Mill and Supply Bases Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of Jendarata Palm Oil Mill and Supply Bases Certification Unit is continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: LEE KIAN WEI	Name: AHMAD RUFİ BIN ABU TALİB KHAN
Company name: UNITED PLANTATIONS BERHAD	Company name: BSI SERVICES MALAYSIA SDN BHD
Title: MANAGER, SUSTAINABILITY	Title: CLIENT MANAGER
Signature:  Date: 27/08/2024	Signature:  Date: 23/08/2024

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Appendix A: Summary of the findings by Principles and Criteria

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	United Plantations Berhad has established a MSPO policy committing to implement on sustainability signed by Chief Executive Director, Dato' Carl Bek-Nielsen, on 29/03/2018.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	The established policy has emphasized on the commitment to continual improvement with the objective of improving the milling operation with adherence to key principles as following: <ul style="list-style-type: none"> • Management Commitment and Responsibility • Transparency • Compliance to Legal Requirements • Social Responsibility, Health, Safety and Employment Condition • Environment, Natural Resources, Biodiversity and Ecosystem • Services. • Best Practices • Development of New Plantings 	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further	Internal audit procedure has been established. Refer Internal Audit Procedure, dated 15/02/2019, revision 1.0 Annual audit schedule for	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	improvement. - Major compliance -	2024 was made available for review. Jendarata POM business units were scheduled to have the internal audit on February 2024. Jendarata Estate: MSPO internal audit was carried out on 27/02/2024 from HRSS department. There is 11 non compliances raised during the audit. Root cause analysis, correction and corrective action record was available for verification. Tanarata Estate: MSPO internal audit was carried out on 29/02/2024 from HRSS department. There is 12 non compliances raised during the audit. Root cause analysis, correction and corrective action record was available for verification.	
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Internal audit procedure has been established. Refer Internal Audit Procedure, dated 15/02/2019, revision 1.0 Annual audit schedule for 2024 was made available for review.	Complied
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	Internal audit report and verification report was made available to the management for review.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Management review meeting has been conducted to review the continuous suitability, adequacy, and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. The management review had included internal and external sustainable palm oil audit results	Complied

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Criterion / Indicator		Assessment Findings	Compliance				
		<p>review. The status of the correction and preventive actions are being discuss and reviewed. Refer latest Management Review Meeting: Jendarata Estate: 27/05/2024 Tanarata Estate: 29/05/2024 Among the agenda in the meeting were:</p> <ol style="list-style-type: none">1. Applicable laws and regulations – Tracking of laws2. Business Plan – Annual Budget3. Environment Impacts Assessment (EIA)4. Fossil energy used – diesel use5. Schedule waste management6. Social Impacts Assessment (SIA)7. Stakeholders’ communication and consultation8. Internal audits findings (MSPO, RSPO)9. External Audits (MSPO, RSPO)10. Continuous Improvement					
Criterion 4.1.4 – Continual Improvement							
4.1.4.1	<p>The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p>- Major compliance -</p>	<p>The management has established the continual improvement plan. The plan has included the issues on the social and environment impact to the company and operation. The improvement plan is allocated the recommendation, action plan and deadline for completion the action plan. Sighted the evidence: Details information on continuous improvement on social:</p> <table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>Year 2023 – 2024</td></tr></table>	Document	Continuous Improvement Plan	Date	Year 2023 – 2024	Complied
Document	Continuous Improvement Plan						
Date	Year 2023 – 2024						

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Criterion / Indicator		Assessment Findings		Compliance						
		<table><tr><td>Action Plan & Status</td><td>To conduct awareness programme to all employee – On going To monitoring the water consumption housing area – On going</td></tr></table>	Action Plan & Status	To conduct awareness programme to all employee – On going To monitoring the water consumption housing area – On going						
Action Plan & Status	To conduct awareness programme to all employee – On going To monitoring the water consumption housing area – On going									
		Details information on continuous improvement on environment:								
		<table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>Year 2023 – 2024</td></tr><tr><td>Action Plan & Status</td><td>To reduce the pesticide used in field block – On going To install barn owl boxes after replanting programme – On going To increase number of buffalo to reduce the tractor usage of diesel – On going</td></tr></table>	Document	Continuous Improvement Plan	Date	Year 2023 – 2024	Action Plan & Status	To reduce the pesticide used in field block – On going To install barn owl boxes after replanting programme – On going To increase number of buffalo to reduce the tractor usage of diesel – On going		
Document	Continuous Improvement Plan									
Date	Year 2023 – 2024									
Action Plan & Status	To reduce the pesticide used in field block – On going To install barn owl boxes after replanting programme – On going To increase number of buffalo to reduce the tractor usage of diesel – On going									
4.1.4.2	<p>The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption.</p> <p>- Major compliance -</p>	<p>The management has established the system that improve line operation with new information and technology. The management also has arranged for training and briefing conducted for implementation for any new information and technology that feasible for the company adoption. The most recent programmed conducted by the management to the workers was regarding new technology.</p> <p>Details information on the new system, technology or technique:</p> <table><tr><td>Mechanization Manuring</td><td>Use spreader machine for manuring application</td></tr><tr><td>Mechanization Spraying</td><td>Use maxiboom machine for spraying application</td></tr><tr><td>Mechanization Harvester</td><td>Use cantas machine for harvesting for young mature palm</td></tr></table>	Mechanization Manuring	Use spreader machine for manuring application	Mechanization Spraying	Use maxiboom machine for spraying application	Mechanization Harvester	Use cantas machine for harvesting for young mature palm		Complied
Mechanization Manuring	Use spreader machine for manuring application									
Mechanization Spraying	Use maxiboom machine for spraying application									
Mechanization Harvester	Use cantas machine for harvesting for young mature palm									

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Criterion / Indicator		Assessment Findings	Compliance						
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	<p>The management has established the system that improve line operation with new information and technology. The management also has arranged for training and briefing conducted for implementation for any new information and technology that feasible for the company adoption. The most recent programmed conducted by the management to the workers was regarding new technology.</p> <p>Details information on the new system, technology or technique:</p> <table><tr><td>Mechanization Manuring: Training on 25/01/2024</td><td>Use spreader machine for manuring application</td></tr><tr><td>Mechanization Spraying: Training on 17/01/2024</td><td>Use maxiboom machine for spraying application</td></tr><tr><td>Mechanization Harvester: Training on 10/01/2024</td><td>Use cantas machine for harvesting for young mature palm</td></tr></table>	Mechanization Manuring: Training on 25/01/2024	Use spreader machine for manuring application	Mechanization Spraying: Training on 17/01/2024	Use maxiboom machine for spraying application	Mechanization Harvester: Training on 10/01/2024	Use cantas machine for harvesting for young mature palm	Complied
Mechanization Manuring: Training on 25/01/2024	Use spreader machine for manuring application								
Mechanization Spraying: Training on 17/01/2024	Use maxiboom machine for spraying application								
Mechanization Harvester: Training on 10/01/2024	Use cantas machine for harvesting for young mature palm								
4.2 Principle 2: Transparency									
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements									
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - Major compliance -	<p>United Plantations Berhad uses the company web page (https://unitedplantations.com/sustainability/) to communicate public information relevant to sustainable practice to the stakeholders. Information on sustainability among others as listed below:</p> <ol style="list-style-type: none">1. Company commitments2. Certifications / policies / employee3. Environment, community4. And marketplace was available on the website. <p>In addition, the management is committed in communicating adequate information to the stakeholders via session in the stakeholders</p>	Complied						

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Criterion / Indicator		Assessment Findings	Compliance
		meeting. Details as shown in 4.2.2.3. Records of attendance and minutes was sighted and verified.	
4.2.1.2	<p>Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>United Plantations Berhad publishes information via various means as indicated below:</p> <ol style="list-style-type: none"> 1. Website www.unitedplantations.com 2. Notice boards 3. Annual report / Brochure 4. Approach to the management <p>A Policy has established on "Documents That Can Be Publicly Made Available" signed by the Chief Executive Director dated 11/01/2014 stating that the company is committed to transparency. The documents which are the publicly available on request among others as listed below:</p> <ol style="list-style-type: none"> 1. Land titles/ user rights 2. Occupational health and safety plans/ policies 3. Plans and impacts assessments of environment/ social 4. HCV documentations 5. Pollution prevention and reduction plans 6. Complaints & grievances/ Negotiation procedures 7. Continual improvement plans 8. Public summary of certification assessment report 	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			

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Criterion / Indicator		Assessment Findings	Compliance
4.2.2.1	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>United Plantations Berhad has established a procedure titled "Standard of Procedure – Stakeholder Engagement dated 09/04/2021. Therein describing details in relation to:</p> <ol style="list-style-type: none"> 1. Responsibility 2. Procedure for internal communication <ul style="list-style-type: none"> - Weekly/ monthly assembly - Internal circular/ memo - Notice board - MSPO meeting - Employer to employee's suggestion box - Employee's representative 3. External communication <ul style="list-style-type: none"> - Contact no of important department - Display at prominent places. <p>In addition, there was also a Grievance Redressal Procedure for consultation and communication with relevant stakeholders documented in the Handbook for Employees and Stakeholders.</p> <ol style="list-style-type: none"> 1. The handbooks are handed and briefed to the workers and stakeholders during workers induction and stakeholders' consultation meetings. 2. The procedure was also displayed in the company website. <p>The procedure stated the steps and timeframe adapted by the management to manage issues raised by the internal and external stakeholders. The document was sighted and verified. The procedure has been communicated during stakeholder meeting.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		The Annual Stakeholders Dialogue Session for Jendarata Estate, Jendarata Engineering Department, Sri Pelangi Estate and Tanarata Estate has been conducted on 24/04/2024 attended by mill and estates management and employees, Ixxxxn Sxxxh Enterprise, Wxxg Jxe Hxp Hardware Sdn Bhd, SJK (T) Lxxxxg Jxxxxxxxa 2, Kxxxxn Rxxxxxy, SJK (T) Lxxxxg Jxxxxxxxa 3, SJK (T) Lxxxxg Axxxa Bxxxxm, Di Axxxa Bxxxxm, X and X Enterprise, Malaysian Nxxxxo Sxxxxxy (MNS), Lxxxxg MXXXXS, etc.	
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	Mr Nek Wahid Nek Harun, the Senior Group Manager, Jendarata Estate was appointed as at Operating Unit dated 01/01/2023 approved by Dato' Carl Bek-Nielsen. While Mr Azhar Yazid, Group Manager, Tanarata Estate has been appointed as the Officer-In charge of RSPO/ MSPO P&C.	Complied
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	All relevant stakeholders have been listed in the Jendarata Estate (42) and Tanarata Estate (44) Stakeholder List FY 2024. The list of stakeholders was categorized under Government Agencies, Non-Governmental Organization (NGO), Service Providers/ Contractors/ Suppliers, Neighbouring Community/ Plantations/ Smallholders, Estate Community/ Estate Representatives. The samples of record consultation and communication with stakeholders: Request from stakeholders: 1. Kxxxxxxn Pxxxxxxn Malaysia, SJKT Lxxxxg Jxxxxxxxa 1, Merentas Desa Peringkat Sekolah scheduled on 04/04/2024 – request dated 01/04/2024 to use running location as per plan within the estate premise. The estate management has approved the request as evident in the letter dated 31/04/2024.	Complied

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Criterion / Indicator		Assessment Findings	Compliance				
		<p>2. Kxxxxxxxxn Pxxxxxxxxn Malaysia, SJKT Lxxxxg Jxxxxxxa 1, Medicine for First Aid Box – request to top up to use during Cross Country Day schedule on 04/04/2024. The estate management has approved the request as evident in the letter dated 01/04/2024.</p> <p>Request from workers:</p> <p>1. Mxxxxn Nxxxxxy 82/92 reported that the light at bathroom malfunction dated 08/02/2024 and the repair has been approved to check and repair on the same day and the repaired has been acknowledged on 13/02/2024 by the house owner.</p> <p>2. Axxxxxa Axxxxxxa 64/89 reported that the light at bathroom and bedromm malfunction dated 28/01/2024 and the repair has been approved to check and repair on the same day and the replacement has been acknowledged on 02/02/2024 by the house owner.</p> <p>3. Axxxxn Axxxxxxu Barrack 11 reported Light and fan malfunction dated 19/01/2024 and the repair has been approved to check and repair on the same day and the repaired has been acknowledged on 20/01/2024 by the house owner.</p>					
Criterion 4.2.3 – Traceability							
4.2.3.1	<p>The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).</p> <p>- Major compliance -</p>	<p>The management has established the standard operating procedure for the traceability of production delivery from the estate to the mill. Refer on the procedure it was describe a flowchart the process of production and document records need for monitoring purpose. Sighted the evidence:</p> <p>Details information on procedure of traceability main production:</p> <table><tr><td>Document</td><td>Standard Operating Procedure Traceability</td></tr><tr><td>Date</td><td>15/02/2019</td></tr></table>	Document	Standard Operating Procedure Traceability	Date	15/02/2019	Complied
Document	Standard Operating Procedure Traceability						
Date	15/02/2019						

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Criterion / Indicator		Assessment Findings		Compliance																										
		Revision	01																											
4.2.3.2	<p>The management shall conduct regular inspections on compliance with the established traceability system.</p> <p>- Major compliance -</p>	<p>The management has conducted regular inspection to ensure compliance with the traceability system. The staff diligently entered all pertinent data into the system, which was subsequently verified by the executive at the close of each day. This verification process included a thorough review of the weighbridge records for the product dispatch. Sighted the evidence:</p> <p>Details information on the inspection of traceability FFB:</p> <table><tr><td>Estate</td><td>Jendarata Estate</td></tr><tr><td>Document</td><td>Weighbridge Ticket</td></tr><tr><td>Reference</td><td>110288</td></tr><tr><td>Date</td><td>13/07/2024</td></tr><tr><td>Transportation</td><td>Locomotive</td></tr><tr><td>Net Weight</td><td>90,940 Kg</td></tr><tr><td>Observation</td><td>The document was signed by in charge weighbridge</td></tr></table> <p>Details information on the inspection of traceability FFB:</p> <table><tr><td>Estate</td><td>Tanarata Estate</td></tr><tr><td>Document</td><td>Weighbridge Ticket</td></tr><tr><td>Date</td><td>27/03/2024</td></tr><tr><td>Transportation</td><td>Lorry AMP 5766</td></tr><tr><td>Net Weight</td><td>13,840 Kg</td></tr><tr><td>Observation</td><td>The document was signed by in charge weighbridge</td></tr></table>		Estate	Jendarata Estate	Document	Weighbridge Ticket	Reference	110288	Date	13/07/2024	Transportation	Locomotive	Net Weight	90,940 Kg	Observation	The document was signed by in charge weighbridge	Estate	Tanarata Estate	Document	Weighbridge Ticket	Date	27/03/2024	Transportation	Lorry AMP 5766	Net Weight	13,840 Kg	Observation	The document was signed by in charge weighbridge	Complied
Estate	Jendarata Estate																													
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Transportation	Lorry AMP 5766																													
Net Weight	13,840 Kg																													
Observation	The document was signed by in charge weighbridge																													
4.2.3.3	<p>The management should identify and assign suitable employees to implement and maintain the traceability system.</p> <p>- Minor compliance -</p>	<p>The management has designated a dedicated Person In-Charge specifically tasked with overseeing traceability requirements, with the purpose of monitoring and updating the traceability system and records for the data information of main production. This appointment</p>		Complied																										

Criterion / Indicator		Assessment Findings			Compliance
		underscores the organization's commitment to maintaining accurate and reliable traceability practices. Sighted the evidence: Details information on the appointment letter PIC traceability:			
		Training Program	Description	Description	
		Estate	Jendarata Estate	Tanarata Estate	
		Document	Appointment Letter	Appointment Letter	
		Date	01/07/2023	19/09/2019	
		Position	Senior Group Manager	Group Manager	
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	The management has conducted regular inspection to ensure compliance with the traceability system. The staff diligently entered all pertinent data into the system, which was subsequently verified by the executive at the close of each day. This verification process included a thorough review of the weighbridge records for the product dispatch. Details information on the inspection of traceability of FFB:			Complied
		Estate	Jendarata Estate		
		Document	Record of FFB Received		
		Reference	110288		
		Date	13/07/2024		
		Transportation	Locomotive		
		Net Weight	90,940 Kg		
		Observation	The document was signed by in charge weighbridge		
4.3 Principle 3: Compliance to legal requirements					
Criterion 4.3.1 – Regulatory requirements					

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Criterion / Indicator		Assessment Findings	Compliance
4.3.1.1	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>The estates under the certification unit continued its commitment to comply with applicable legal requirements. Among the licenses and permits verified were:</p> <p>Jendarata Estate</p> <ol style="list-style-type: none"> 1. MPOB License #501550502000 valid from 01/04/2024 to 31/03/2025. 2. SPAN License #LK/3/22/00641 valid from 14/07/2022 to 13/07/2025. 3. Petrol Permit #KPDNPRKCTIN.600-2/26/185, Serial No: A004205 valid from 03/12/2022 to 02/12/2025. 4. Diesel Permit #PBKB/2023/P/A-000161, Ref #KPDNPRKCTIN.600-2/26/95 expiry date 29/10/2024. 5. Air Receiver #PK PMT 9867 valid until 21/09/2024. 6. Fire Extinguisher #S/N:UFO12018Z201404 valid until 22/12/2023. <p>Tanarata Estate</p> <ol style="list-style-type: none"> 1. MPOB License #618605002000 with expiry date on 31/07/2025. 2. Diesel Permit #KPDNHEP.TI.600-4/3/177 with expiry date on 20/08/2024. 3. Petrol Permit #KPDNHEP.TI.600-4/3/189 with expiry date on 21/04/2024. 4. Air Receiver #PK PMT 82563 valid until 19/05/2025. 	Complied
4.3.1.2	<p>The management shall list all laws applicable to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>Management Units continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the operation. Each office of the operating unit (mill and estate) has its own legal requirements register (LRR) and were</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA Act 2022, Employment Act, Workers' Minimum Standard of Housing and Amenities Act.	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	Management Units has various mechanisms to ensure the legal requirements are complied with. In LRR format there is a column to report the status of compliance which was utilized to report the compliance status of all the applicable legal requirements. Other information available in the format was document/action plan needed, PIC and frequency of monitoring. For any new changes in law, the management has updated in in separate list of monitoring the changes in law. On top of that, there was a list of licenses which have the information about type of license, expiry date and validity period. Monitoring on changes of Law and Regulation has been conducted based on any new amendments or any new regulations coming into force. Refer document tracking changes in law dated 11/07/2024 "Tracking changes in Law" stated on update of Law of Malaysia regarding the Employees Social Security Act.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	The officer-in-charge for Jendarata Estate was Mr Nek Wahid Nek Harun (Group Manager) as per appointment letter dated 01/07/2023 and Tanarata Estate Mr Azhar Yazid (Group Manager) as per appointment letter dated 01/07/2023 who is responsible to commit and implement the sustainability concepts outline in MSPO P&Cs, MSPO SCCS, RSPO P&Cs, and RSPO SCCS.	Complied
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.	Management units demonstrated with legal ownership or leases with legal documents. Therefore, the estates cultivation activities have not	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>diminished the land use rights of other users. Onsite visit verified there no evidence to show that oil palm cultivation activities had diminished the land use rights of others. No issues of land dispute in all estates within certification units that involved other land user rights since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information.</p> <p>United Plantations Berhad have legal land titles of all estates within Jendarata Business Unit. Documents showing legal ownership i.e. land title available as per sample sighted as following:</p> <p>Jendarata Estate (Total Land Title: 74):</p> <ul style="list-style-type: none"> • Title # XX80; Lot # XXX7; Area: 1.343 ha • Title # XX1; Lot # XXX1; Area: 0.2656 ha • Title # XXX6; Lot # XXX4; Area: 1.0244 ha • Title # XXX1; Lot # XX8; Area: 2.0437 ha • Title # XXX1; Lot # XX6; Area: 1.0269 ha <p>Tanarata Estate (Total Land Title: 5):</p> <ul style="list-style-type: none"> • Title # XXXX3; Lot # XXX0; Area: 208.0196 ha • Title # XXXX8; Lot # XXX8; Area: 433.2147 ha • Title # XXXX6; Lot # XXX1; Area: 395.0778 ha • Title # XXXX7; Lot # XXX1; Area: 831.4588 ha 	
4.3.2.2	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.</p> <p>- Major compliance -</p>	<p>Management units demonstrated with legal ownership or leases with legal documents. Therefore, the estates cultivation activities have not diminished the land use rights of other users. Onsite visit verified there no evidence to show that oil palm cultivation activities had diminished the land use rights of others. No issues of land dispute in all estates within certification units that involved other land user rights since the</p>	Complied

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Criterion / Indicator		Assessment Findings			Compliance												
		last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. United Plantations Berhad have legal land titles of all estates within Jendarata Business Unit. Documents showing legal ownership i.e. land title available as per sample sighted as following: Jendarata Estate (Total Land Title: 74): <ul style="list-style-type: none">Title # XXXXX; Lot # XXXX; Area: 483.60 haTitle # XXXXX; Lot # XXXX; Area: 202.86 haTitle # XXXXX; Lot # XXXX; Area: 283.79 haTitle # XXXXX; Lot # XXXX; Area: 767.69 haTitle # XXXXX; Lot # XXXX; Area: 105.28 ha Seri Pelangi Estate (Total Land Title: 5): <ul style="list-style-type: none">Title # XXXXX; Lot # XXXX; Area: 508.60 haTitle # XXXXX; Lot # XXXX; Area: 506.90 haTitle # XXXXX; Lot # XXXX; Area: 1.7958 haTitle # XXXXX; Lot # XXXX; Area: 1.0268 haTitle # XXXXX; Lot # XXXX; Area: 403.40 ha															
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Legal perimeter boundary has been maintained by the management. The estates boundary is demarcated with concrete stone, boundary stones and trenches which is clearly demarcated and visibly maintained by the management. <table><tr><td>Estates</td><td>Field no</td><td>Boundary details</td></tr><tr><td>Jendarata</td><td>Field 138</td><td>Smallholder</td></tr><tr><td>Jendarata</td><td>Field 40</td><td>Smallholder</td></tr><tr><td>Jendarata</td><td>Field 40A</td><td>Government Road</td></tr></table>			Estates	Field no	Boundary details	Jendarata	Field 138	Smallholder	Jendarata	Field 40	Smallholder	Jendarata	Field 40A	Government Road	Complied
Estates	Field no	Boundary details															
Jendarata	Field 138	Smallholder															
Jendarata	Field 40	Smallholder															
Jendarata	Field 40A	Government Road															

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Criterion / Indicator		Assessment Findings			Compliance
		Jendarata	Field 92	Teluk Buloh Estate	
		Seri Pelangi	Field 14	MOCCIS Estate	
		Seri Pelangi	Field 12	Smallholder (Mr Ooi)	
		Seri Pelangi	Field 10	Ldg Perak Motor	
		Seri Pelangi	Field 09	Smallholder	
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There has been no land dispute lodged by any stakeholders in Jendarata Estate and Tanarata Estate except in Seri Pelangi Estate that has been resolved since last audit. In case of any land dispute, the Standard Operating Procedure for Land Dispute Settlement as per Free Prior & Informed Consent (FPIC) is documented the process in handling land dispute settlement.			Not Applicable
Criterion 4.3.3 – Customary rights					
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	There is no land encumbered by customary rights under Jendarata certification units’ estates. In case of any land issue, the Standard Operating Procedure for Land Dispute Settlement as per Free Prior & Informed Consent (FPIC) is documented the process in handling land dispute settlement. Hence, this indicator is not applicable.			Not Applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	There is no land encumbered by customary rights under Jendarata certification units’ estates. In case of any land issue, the Standard Operating Procedure for Land Dispute Settlement as per Free Prior & Informed Consent (FPIC) is documented the process in handling land dispute settlement. Hence, this indicator is not applicable.			Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	There is no land encumbered by customary rights under Jendarata certification units’ estates. In case of any land issue, the Standard Operating Procedure for Land Dispute Settlement as per Free Prior &			Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
		Informed Consent (FPIC) is documented the process in handling land dispute settlement. Hence, this indicator is not applicable.	
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	<p>The group review on Social Impact Assessment (SIA), Environment Impacts Assessment (EIA), hazard Identification, Risk Assessment & Risk Control (HIRARC) dated 11/7/2018 for United Plantations Berhad. Latest Social and Environment Impact Assessment (SEIA) for External Stakeholders – a survey and study has been carried out on 24/04/2024 on 6 respondents who responded to the questionnaire provided by UPB. The purpose of this study is to measure and to understand both positive and negative social impacts of the estate operations towards the surrounding stakeholders. The graphical representation based on respondents' categories: gender: 22% female and 78% male, Stakeholder: NGO 11%, Gov Agencies 56% and contractor/supplier 33%. A total 6 sets questionnaires which are divided into:</p> <ol style="list-style-type: none"> 1. Preventive measures for C19 <ul style="list-style-type: none"> - Positive – suggestions/requests/ complaints based on UP's operations. 2. Environmental pollution <ul style="list-style-type: none"> - Positive – environmental impacts caused by Estate and Mill operations. 3. Religious and educations 4. Code of conduct 5. Human rights 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Positive - awareness on management initiatives in human rights <p>6. Other</p> <ul style="list-style-type: none"> - Positive environmental impacts caused by estates and or mill operations. <p>Jendarata Estate</p> <p>The SIA Management Plan 2024 & action taken was sampled as below:</p> <p>Social impacts:</p> <ol style="list-style-type: none"> 1. Conflict with stakeholders over boundary – Negative impact - action plan adherence to grievance redressal procedure, regular inspection of boundary markers (checklist), GPS coordinates of boundary marker and land title map - estate reviewed on 25/04/2024. 2. Non- conformance to land title (if there is any land dispute cases) – negative impacts – action plan: Correctly map out the estate boundaries. 3. Smallholders/outsideers passing through estate – negative impact – permit/gate pass. <p>Tanarata Estate</p> <p>Evident the Tanarata Estate Social Impact Assessment (SIA) that contains and the samples as below:</p> <ol style="list-style-type: none"> 1. Access and use rights: <ul style="list-style-type: none"> - Negative impact – conflicts with stakeholder over boundary – action plan: adherence to grievance redressal procedure, 	

Criterion / Indicator	Assessment Findings	Compliance
	<p>regular inspection of boundary markers, GPS coordinates of boundary marker and land title map.</p> <ul style="list-style-type: none"> - Non-conformance to land title (if there is any land dispute cases) – action plan: correctly map out the estate boundaries. <p>2. Economic and livelihoods and working conditions:</p> <ul style="list-style-type: none"> - Positive impact – work conditions for checkroll workers and contractor workers – action plan – timely salary (statutory), payslips, adequate PPE's and training, transport to work and back as applicable and checklist contractor. - Negative impact – High turnover of guest worker – action plan – Management representative to conduct interview at source country to ensure guest workers are fully aware of working environment, to ensure all statutory payment are done, workers handbook and orientation/induction programme, kit allowance RM150 for all new workers on day of reporting to work (wef from 09/07/2018) <p>3. Subsistence activities/amenities</p> <p>4. Human rights</p> <ul style="list-style-type: none"> - Positive impacts – Freedom of association – regular briefing on Human Rights Policy - Negative impacts – High recruitment cost – action plan - conduct verification on guest workers to monitor the recruitment cost paid by guest workers in source country <p>5. Cultural and religious values</p> <p>6. Medical & health benefits</p> <p>7. Education facilities</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		8. Operational Activities (replanting, weeding and P&D Management, Pruning, Circle Sanitation, EFB Mulching, Water Management, Road, paths and railways, manuring, harvesting, composting pit and line-site water discharge. The latest review has been conducted on 29.5.2024.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	The management has established the Grievance Redressal Procedure for Internal and External Stakeholder. The company Secretary of United Plantations Berhad will be responsible for the handling enquires and grievances against the Company. The stakeholder may lodge any enquires/grievances to the respective Estate or Palm Oil Mill Manager or direct to the Company Secretary	Complied
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance -	The system to resolve the disputes or grievances has been outline in the Grievance Redressal Procedure and the summary as below: 1. Internal Stakeholder <ul style="list-style-type: none"> - Step 1 – within 7 working days of a grievance arising, the employee concerned shall raise the grievance with supervisory staff and shall be given opportunity to be accompanied by not more than two members of the NUPW estate or mill committee/ Foreign Worker Welfare Committee/employee itself. - Step 2 – If not settled within a further 7 working days, the NUPW estate or mill committee shall make formal representation to the estate or mill in writing. On receipt on NUPW'S letter, the estate or mill, will offer arrangement for a meeting between management representative and NUPW 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>representatives not more than two members. The meeting shall be held within 7 working days of letter received.</p> <ul style="list-style-type: none"> - Step 3 – If remains unsettled, the grievance shall then be discussed between the management & representative and NUPW representative and employee himself within a further period of 10 working days. - Step 4 – If the matter still remains unsettled, is shall then be dealt with under the provision of the Industrial Relations Act, 1976 or the Employment Act, 1955. <p>2. External Stakeholder</p> <ul style="list-style-type: none"> - Grievance received from stakeholder by the estate or mill management/head of department/company secretary, - Then, the grievance formally recorded and settled as soon as possible, - Then, if the matter remains unsettled at the estate or mill level, the estate or mill manager to forward to the company secretary, - Then, grievance acknowledge by letter within 7 working days to stakeholder and estate or mill manager, - Then, grievance presented to United Plantations Berhad Executive Committee to be reviewed, - Then, action taken to be taken is recorded and stakeholder informed, - Then, progress reviewed by United Plantations Berhad Executive until resolution, - Then, outcome of the resolution is documented, and the stakeholder informed officially by company secretary, 	

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Should the outcome not be resolved to mutual satisfaction of the stakeholder and United Plantations Berhad, it shall be dealt under the provisions of the Malaysian Legal Appeals Procedure and stakeholder informed accordingly. <p>The procedure was documented in the Handbook for Employees and Stakeholders. Evident also the slide presentation briefed to employees on the flow of the Grievance procedure (report to mandore>field supervisor>clerk/assistant manager>manager>HRSS>EXCOM>Labour Department) and telephone number for guest or foreign worker under HRSS:</p> <ol style="list-style-type: none"> 1. Bangladesh - +6013-8334101 2. India - +6019-2573699 3. Indonesia - +6013-8684101 <p>Jendarata Estate</p> <p>Request from workers:</p> <ol style="list-style-type: none"> 1. Mxxxxxn Nxxxxxy 82/92 reported that the light at bathroom malfunction dated 08/02/2024 and the repair has been approved to check and repair on the same day and the repaired has been acknowledged on 13/02/2024 by the house owner. 2. Axxxxxa Axxxxxxa 64/89 reported that the light at bathroom and bedromm malfunction dated 28/01/2024 and the repair has been approved to check and repair on the same day and the replacement has been acknowledged on 02/02/2024 by the house owner. 3. Axxxxn Axxxxxxxu Barrack 11 reported Light and fan malfunction dated 19/01/2024 and the repair has been approved to check and 	

Criterion / Indicator		Assessment Findings	Compliance
		<p>repair on the same day and the repaired has been acknowledged on 20/01/2024 by the house owner.</p> <p>Tanarata Estate</p> <p>Request from workers:</p> <ol style="list-style-type: none"> 1. Sxxxxn (E1318712) reported on clogged toilets dated 30/06/2024 and the repair has been approved to check and repair on the same day and the repaired has been acknowledged on 13/07/2024 by the house owner. 2. Dxxxa Rxo requested field for sport activities dated 28/06/2024 and the repair has been approved to check and repair on 28/06/2024 and the repaired has been acknowledged on 04/07/2024 by the house owner. 3. Mxxxxxxn reported on road lamps malfunction dated 23/04/2024 and the repair has been approved to check and repair on 23/04/2024 and the repaired has been acknowledged on 26/04/2024 by the house owner. 	
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.</p> <p>- Minor compliance -</p>	<p>The stakeholder's logbook form is made available in the office. The workers or stakeholders may request the form from the office personnel when needed. In case the complainant would want to make an anonymity, they can email to the company secretary. This information is available in United Plantations Berhad website and suggestion box in the office.</p>	Complied
4.4.2.4	<p>Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.</p> <p>- Minor compliance -</p>	<p>The Grievance Redressal Procedure for consultation and communication with relevant stakeholders was documented in the Handbook for Employees and Stakeholders.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance								
		<p>1. The handbooks are handed and briefed to the workers and stakeholders during workers induction and stakeholders’ consultation meetings.</p> <p>2. The procedure was also available in the company website.</p> <p>The company policies, RSPO and MSPO certification requirements have been communicated to all stakeholders as stated in the minutes meeting Stakeholders Dialogue Session with United Plantations Berhad dated 24/04/2024.</p> <p>Evident the training record on policies to all workers such as Human Rights, Gender, Guest Workers/Foreign Workers, HCV Awareness, Whistleblower, CSR, publicly available documents, RSPO, MSPO, OSH and Biodiversity and Environment Policy during Muster Ground dated:</p> <p>1. Jendarata Estate – 02/02/2024 to 04/02/2024</p> <p>2. Tanarata Estate – 28/06/2024</p>									
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	Evident the complaint records for the past 24 months in stakeholder’s logbook, government visit logbook and communication letter of request were available during audit.	Complied								
Criterion 4.4.3: Commitment to contribute to local sustainable development											
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	<p>Evident the Social Commitment of the Group for the year 2023 in the Annual Report:</p> <table><tr><td>Contributions 2023</td><td>(RM)</td></tr><tr><td>Hospital & Medicine for Employees, Dependents & Nearby Communities</td><td>4,371,488</td></tr><tr><td>Education Benevolent Fund *</td><td>1,025,283</td></tr><tr><td>Education, Welfare, Scholarships & Other</td><td>280,754</td></tr></table>	Contributions 2023	(RM)	Hospital & Medicine for Employees, Dependents & Nearby Communities	4,371,488	Education Benevolent Fund *	1,025,283	Education, Welfare, Scholarships & Other	280,754	Complied
Contributions 2023	(RM)										
Hospital & Medicine for Employees, Dependents & Nearby Communities	4,371,488										
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Criterion / Indicator		Assessment Findings		Compliance															
		<table><tr><td>Bus Subsidy for School Children</td><td>211,065</td></tr><tr><td>External Donations</td><td>748,563</td></tr><tr><td>New Infrastructure-Road, TNB and water supply for domestic use</td><td>289,462</td></tr><tr><td>Employee Housing</td><td>7,793,775</td></tr><tr><td>Infrastructure Projects, Buildings, Community Halls, Places of Worship</td><td>2,309,937</td></tr><tr><td>Provision of Social Amenities</td><td>5,463,124</td></tr><tr><td>Total</td><td>22,493,451</td></tr></table> <p>The above payments are in addition to the regulatory contributions by the Group to the Employees' Provident Fund, Social Security Contributions, and other benefits.</p>	Bus Subsidy for School Children	211,065	External Donations	748,563	New Infrastructure-Road, TNB and water supply for domestic use	289,462	Employee Housing	7,793,775	Infrastructure Projects, Buildings, Community Halls, Places of Worship	2,309,937	Provision of Social Amenities	5,463,124	Total	22,493,451			
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Total	22,493,451																		
Criterion 4.4.4: Employees safety and health																			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	<p>The management has established an occupational safety and health policy. The policy has effectively communicated and implemented. Sighted the policy has display at notice board to give information to all employee and stakeholder. Sighted the evidence:</p> <table><tr><td>Document</td><td colspan="2">Occupational Safety & Health Policy</td></tr><tr><td>Date</td><td colspan="2">08/03/2021</td></tr><tr><td>Signed By</td><td colspan="2">Chief Executive Officer</td></tr></table> <p>The management also has done training on safety policy through morning master briefing and training section. Sighted the evidence: Detail training was done conducted to employee:</p> <table><tr><td>Training Program</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr></table>	Document	Occupational Safety & Health Policy		Date	08/03/2021		Signed By	Chief Executive Officer		Training Program	Description	Description	Estate	Jendarata Estate	Tanarata Estate		Complied
Document	Occupational Safety & Health Policy																		
Date	08/03/2021																		
Signed By	Chief Executive Officer																		
Training Program	Description	Description																	
Estate	Jendarata Estate	Tanarata Estate																	

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Criterion / Indicator		Assessment Findings			Compliance														
		Document	Training Policy	Training Policy															
		Date	02/02/2024	Record															
		Refer on the attendance record the training has conducted by internal team which is delivered to all employees. It was involved all staffs and workers from various department.																	
4.4.4.2	The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.	a) The management has established an occupational safety and health policy. The policy has effectively communicated and implemented. Sighted the policy has display at notice board to give information to all employee and stakeholder. Sighted the evidence: <table><tr><td>Document</td><td>Occupational Safety & Health Policy</td></tr><tr><td>Date</td><td>08/03/2021</td></tr><tr><td>Signed By</td><td>Chief Executive Officer</td></tr><tr><td>Policy Training</td><td>22/03/2024</td></tr></table> b) The management has established the risk for the operation. All the risk assessment has documented and monitored. Sighted the evidence: Detail information on the risk assessment conducted: <table><tr><td>Assessment</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td></tr><tr><td>HIRARC</td><td>HIRARC has established on 01/01/2023 and it was documented. Next review will be on 31/12/2025. The HIRARC was done assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified, and risk control are measured.</td></tr></table>			Document	Occupational Safety & Health Policy	Date	08/03/2021	Signed By	Chief Executive Officer	Policy Training	22/03/2024	Assessment	Description	Estate	Jendarata Estate	HIRARC	HIRARC has established on 01/01/2023 and it was documented. Next review will be on 31/12/2025. The HIRARC was done assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified, and risk control are measured.	Complied
Document	Occupational Safety & Health Policy																		
Date	08/03/2021																		
Signed By	Chief Executive Officer																		
Policy Training	22/03/2024																		
Assessment	Description																		
Estate	Jendarata Estate																		
HIRARC	HIRARC has established on 01/01/2023 and it was documented. Next review will be on 31/12/2025. The HIRARC was done assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified, and risk control are measured.																		

Criterion / Indicator		Assessment Findings		Compliance
	<p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	CHRA	CHRA Report (Chemical Health Risk Assessment) has been established by certified assessor with reference HQ/14/ASS/00/345-2019/009 and dated 20/10/2019. The assessment was done at 7 work unit that exposed with chemical.	
		Medical Surveillance	Medical Surveillance has been conducted for individuals exposed to chemical total 40 persons. The medical surveillance report, produced on 28/05/2024. The result all workers examined are fit to work.	
		NRA	Noise Risk Assessment (NRA) Report was established by certified assessor with reference HQ/17/PEB/00/00011 and dated 14/07/2020. The assessment was done at operation area, tractor driver, locomotive driver, mechanize harvester and workshop	
		Audiometric Testing	The audiometric testing was done conducted on 18/05/2024. The total is 91 persons sending for the testing. From the report, it summary result Hearing Impairment (HI) is 0 person and Standard Threshold Shift (STS) is 0 person.	
		Detail information on the risk assessment conducted:		
		Assessment	Description	
		Estate	Tanarata Estate	
		HIRARC	HIRARC has established on 01/01/2023 and it was documented. Next review will be on 31/12/2025. The HIRARC was done	

Criterion / Indicator		Assessment Findings		Compliance
			assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified, and risk control are measured.	
		CHRA	CHRA Report (Chemical Health Risk Assessment) has been established the additional report by certified assessor with reference HQ/13/ASS/00/316-2024/111 and dated 01/06/2024. The assessment was done at work unit that exposed with chemical.	
		Medical Surveillance	Medical Surveillance has been conducted for individuals exposed to chemical total 31 persons. The medical surveillance report, produced on 22/05/2024. The result all workers examined are fit to work.	
		NRA	Noise Risk Assessment (NRA) Report was established by certified assessor with reference HQ/18/PEB/00/00028-2022/017 and dated 15/05/2022. The assessment was done at operation area, tractor driver, locomotive driver, mechanize harvester and workshop	
		Audiometric Testing	The audiometric testing was done conducted on 07/06/2024. The total is 105 persons sending for the testing. From the report, it summary result Hearing Impairment (HI) is 0 person and Standard Threshold Shift (STS) is 0 person.	

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Criterion / Indicator		Assessment Findings	Compliance																																							
		<div>c) The management has been established annual training for the employee and it was prepared by Internal Team. Sighted the evidence:<table><tr><td>Training Program</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Hearing Training</td><td>Done conducted: 13/06/2024</td><td>Done conducted: 29/05/2024</td></tr><tr><td>SOP Training</td><td>Done conducted: 02/02/2024</td><td>Done conducted: 18/01/2024</td></tr><tr><td>Fire Drill Training</td><td>Done conducted: 28/05/2024</td><td>Done conducted: 20/05/2024</td></tr><tr><td>ERP Training</td><td>Done conducted: 28/05/2024</td><td>Done conducted: 22/05/2024</td></tr><tr><td>PPE Training</td><td>Done conducted: 12/02/2024</td><td>Done conducted: 08/05/2024</td></tr><tr><td>Chemical Training</td><td>Done conducted: 20/06/2024</td><td>Done conducted: 29/05/2024</td></tr><tr><td>First Aider Training</td><td>Done conducted: 05/06/2024</td><td>Done conducted: 20/05/2024</td></tr></table></div> <div>During site visit at chemical store, it was observed that all chemical was labeling and SDS was provided and display information to public. Sighted the evidence:<table><tr><td>Training Program</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Chemical Store</td><td>SDS Available Labelling Available</td><td>SDS Available Labelling Available</td></tr><tr><td>Lubricant Store</td><td>SDS Available Labelling Available</td><td>SDS Available Labelling Available</td></tr></table></div>	Training Program	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Hearing Training	Done conducted: 13/06/2024	Done conducted: 29/05/2024	SOP Training	Done conducted: 02/02/2024	Done conducted: 18/01/2024	Fire Drill Training	Done conducted: 28/05/2024	Done conducted: 20/05/2024	ERP Training	Done conducted: 28/05/2024	Done conducted: 22/05/2024	PPE Training	Done conducted: 12/02/2024	Done conducted: 08/05/2024	Chemical Training	Done conducted: 20/06/2024	Done conducted: 29/05/2024	First Aider Training	Done conducted: 05/06/2024	Done conducted: 20/05/2024	Training Program	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Chemical Store	SDS Available Labelling Available	SDS Available Labelling Available	Lubricant Store	SDS Available Labelling Available	SDS Available Labelling Available	
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		<p>d) Management has provided appropriate PPE to workers to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). Sighted the evidence:</p> <table><tr><th>Training Program</th><th>Description</th><th>Description</th></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Sprayer Worker</td><td>Glove, Goggle, Respirator Mask, Apron, Boot,</td><td>Glove, Goggle, Respirator Mask, Apron, Boot,</td></tr><tr><td>Harvester Worker</td><td>Glove, Boot</td><td>Glove, Boot</td></tr></table> <p>e) The management has established standard operating procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health</p> <table><tr><th>Document</th><td colspan="2">OSH Manual – Section 5: handling storage chemical</td></tr><tr><th>Date</th><td colspan="2">June 2023</td></tr></table> <p>f) The management has appointed responsible person(s) for safety and health. Refer appointment letter, there is information of the roles and responsibilities of the appointed officer had clearly stated in the appointment letter. Sighted the evidence:</p> <table><tr><th>Criteria</th><th>Description</th><th>Description</th></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Document</td><td>Appointment Letter</td><td>Appointment Letter</td></tr><tr><td>Date</td><td>01/07/2023</td><td>19/09/2019</td></tr><tr><td>Position</td><td>Senior Group Manager</td><td>Group Manager</td></tr></table>	Training Program	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Sprayer Worker	Glove, Goggle, Respirator Mask, Apron, Boot,	Glove, Goggle, Respirator Mask, Apron, Boot,	Harvester Worker	Glove, Boot	Glove, Boot	Document	OSH Manual – Section 5: handling storage chemical		Date	June 2023		Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Document	Appointment Letter	Appointment Letter	Date	01/07/2023	19/09/2019	Position	Senior Group Manager	Group Manager	
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Criterion / Indicator		Assessment Findings	Compliance																																	
		<p>g) The management has conducted regular two-way communication with their employees during OSH Meeting with discussion on employee's health, safety and welfare. The safety meeting was conducted according to OSHA Requirement. Sighted the evidence:</p> <table><tr><td>Criteria</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Document</td><td>OSH Minutes Meeting</td><td>OSH Minutes Meeting</td></tr><tr><td>Meeting No 1</td><td>29/03/2024</td><td>21/03/2024</td></tr><tr><td>Meeting No 2</td><td>26/06/2024</td><td>26/06/2024</td></tr><tr><td>Meeting No 3</td><td>September 2024</td><td>September 2024</td></tr></table> <p>h) The management has established accident and emergency procedures and the instructions clearly understood by all employees. Sighted document as below evidence:</p> <table><tr><td>Document</td><td>OSH Manual – Accident & Investigation Procedure</td></tr><tr><td>Date</td><td>20/02/2008</td></tr><tr><td>ERP Training to workers</td><td>Done conducted: 14/05/2024</td></tr></table> <p>i) First aider has been present at works station. The Latest training has been conducted as refer to attendance list. First aid box also was inspected during site visit and found contains with approved contents. Sighted the evidence:</p> <table><tr><td>Criteria</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>First Aid Box (FAB) availability</td><td>FAB bring during harvesting, spraying activities</td><td>FAB bring during harvesting, spraying activities</td></tr></table>	Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Document	OSH Minutes Meeting	OSH Minutes Meeting	Meeting No 1	29/03/2024	21/03/2024	Meeting No 2	26/06/2024	26/06/2024	Meeting No 3	September 2024	September 2024	Document	OSH Manual – Accident & Investigation Procedure	Date	20/02/2008	ERP Training to workers	Done conducted: 14/05/2024	Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	First Aid Box (FAB) availability	FAB bring during harvesting, spraying activities	FAB bring during harvesting, spraying activities	
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		<table><tr><td>First Aid Box (FAB) Inspection</td><td>05/06/2024</td><td>05/06/2024</td></tr><tr><td>First Aid Content</td><td>Updated</td><td>Updated</td></tr><tr><td>First Aid Training</td><td>05/06/2024</td><td>20/05/2024</td></tr></table>	First Aid Box (FAB) Inspection	05/06/2024	05/06/2024	First Aid Content	Updated	Updated	First Aid Training	05/06/2024	20/05/2024	j) The management has recorded and kept of all accidents and it was reviewed periodically intervals by internal team. Sighted the evidence:											
First Aid Box (FAB) Inspection	05/06/2024	05/06/2024																					
First Aid Content	Updated	Updated																					
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Criteria	Description	Description																					
Estate	Jendarata Estate	Tanarata Estate																					
Document	JKKP 8	JKKP 8																					
Reference	JKKP8/173685/2023	JKKP8/17114/2023																					
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Accident Record	Two (2)	Zero (0)																					
Criterion 4.4.5: Employment conditions																							
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	The management has established the Human Rights Policy signed by Chief Executive Director dated 09/03/2020. The United Plantations Berhad are committed to the protection and advancement of human rights including prohibiting retaliation, intimidation, and harassment against Human Rights Defenders (HRD), whistleblowers, complainants, and community spokespersons. The objectives are as follows:			Complied																		

Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. We adhere to the fundamental elements of International Labour Organization (ILO) Convention and the United Nations Declaration on Human Rights, the Rights of Indigenous Peoples and other core values as ratified by the countries in which we operate. 2. We ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. 3. We ensure equal opportunities provided to all personnel. The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality, or physical disability. 4. We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively. 5. We respect the rights of people in communities impacted by our activities. We will seek to identify adverse social and environmental impacts through their respective assessments and take appropriate steps to avoid, minimize and/or mitigate them. 6. We respect land tenure rights as well as recognize duties and responsibilities associated with tenure rights. 7. We respect customary or native rights of indigenous and local communities, and we commit to Free, Prior and Informed Consent (FPIC) in all negotiations prior to commencing any new operations. 8. We resolve all complaints and grievances through an open, transparent and consultative process. 9. We will not tolerate the use of child or forced labour, slavery, or human trafficking in any of our plantations and facilities. We are using the definition from United Nations Convention on the Rights 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>of the Child which define 'child' as anyone who is less than 18 years old.</p> <p>10. We will strive to commit our employees, contractors, suppliers, trading partners, contracted security forces, associated local communities and stakeholders to adhere to this policy.</p> <p>Evident the training record on policies to all workers such as Human Rights, Gender, Guest Workers/Foreign Workers, HCV Awareness, Whistleblower, CSR, publicly available documents, RSPO, MSPO, OSH and Biodiversity and Environment Policy during Muster Ground dated:</p> <ol style="list-style-type: none"> 1. Jendarata Estate – 02/02/2024 to 04/02/2024 2. Tanarata Estate – 28/06/2024 	
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>Stated in the Human Rights Policy objectives:</p> <ol style="list-style-type: none"> 1. We ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. 2. We ensure equal opportunities provided to all personnel. The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality, or physical disability. 3. We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively. <p>Based on document review and interview with sampled employees there is no discrimination actions by the management in terms of race, colour, sex, religion, political opinion, nationality, social origin, or any other distinguishing characteristics. All employees satisfied with fair treatment by the management.</p>	Complied

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<p>4.4.5.3 Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>The management have paid their employees equally based on agreed Collective Agreement.</p> <p>The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955. The contractor will submit the copy of their worker's payslip for estates and mills reference.</p> <p>Sighted the samples of employment contracts, pay slips, identification card, passport, permit, EPF and SOCSO employer contributions, overtime details, medical leaves and annual leaves from different nationalities, races, and genders:</p> <p>Jendarata Estate</p> <p>Sample of pay slip:</p> <ol style="list-style-type: none"> 1. Employee no: 217398 – Normal Day (ND) 24, Work Rest Day (WRD) – 2, Overtime on Normal Day (OT ND) – 79 hours, Rest Day (RD) 3, Total: RM2579.31, deduction electric RM13.96 after deduction RM2565.35. 2. Employee no: 415114 – ND 25, WRD – 3, OT ND – 0 hours, RD 2, Total: RM1975.56 deduction on electric RM21.56 after deduction RM1954. 3. Employee no: 220000 – ND 26, WRD – 2, OT ND – 0 hours, RD 3, Total: RM1623.25 deduction on electric RM18.42 after deduction RM1604.83. 4. Employee no: 420611 – ND 26, WRD – 2, OT ND – 55 hours, RD 3, Total: RM2361.59 deduction on electric RM0 after deduction RM2361.59. 	<p>Complied</p>

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		<p>5. Employee no: 217491 – ND 25, WRD – 3, OT ND – 12.5 hours, RD 2, RM2420.38 deduction on electric RM10.31 after deduction RM2410.07.</p> <p>6. Employee no: 219279 – ND 12, WRD – 2, OT ND – 30 hours, RD 3, Total: RM1295.64 deduction on electric RM11.24 after deduction RM1284.40.</p> <p>7. Employee no: 417370 – ND 26, WRD – 3, OT ND – 0 hours, RD 2, Total: RM2411.43 deduction on electric RM5.22 after deduction RM2406.31.</p> <p>Samples of passport and visa valid to:</p> <ol style="list-style-type: none"> 1. Rxxxxxh 23/02/2032, 12/07/2025 2. Rxxxxn – 03/02/2033, 08/08/2024 3. Mxxxxxd – 11/11/2032, 05/01/2025 4. Axi – 20/07/2027, 18/09/2024 5. Sxxxxl Rxxxl – 07/07/2027, 14/08/2024 6. Sxxxxl Pxxi – 02/02/2033, 13/05/2025 7. Kxxxxn – 01/09/2033, 12/10/2024 8. Kxxxxxxxxxy – 06/02/2034, evident application for PLKS sticker dated 11/06/2024. 9. Vxxxxa Rxxa – 05/02/2030, 04/06/2025 10. Gxxxxn – 30/04/2028, 28/11/2024 11. Kxxa – 01/04/2025, 30/09/2024 12. Rxxxxxxxxm – 10/05/2025, 08/01/2025 13. Kxxxxxxl – 30/07/2027, 29/09/2024 14. Vxxxxxxxxxy – 03/01/2033, 06/01/2025 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>15. Rxxxxk – 19/07/2033, 31/10/2024 16. Mxxxn – 18/10/2027, 15/10/2024 17. Kxxxxxxe – 27/06/2028, 26/08/2024 18. Axxu – 27/02/2026, 21/01/2025 19. Axxxb – 19/07/2028, 10/09/2024</p> <p>Tanarata Estate</p> <ol style="list-style-type: none"> Employee no: 200206 – Normal Day (ND) 21, Work Rest Day (WRD) – 0, Overtime on Normal Day (OT ND) – 0 hours, Leave (L) 1, Rest Day (RD) 5, Total: RM1493.86, deduction electric and mosque RM29.86 after deduction RM1464.00. Employee no: 200217 – ND 24, WRD – 2, OT ND – 4 hours, L 1, RD 3, Total: RM2177.56 deduction on electric, cooking oil and mosque RM52.88 after deduction RM2124.68. Employee no: 200330 – ND 25, WRD – 2, OT ND – 4 hours, L 1, RD 3, Total: RM2110.17 deduction on electric, and mosque RM29.48 after deduction RM2080.69. Employee no: 200338 – ND 15, WRD – 1, OT ND – 17 hours, L 1, RD 4, Total: RM1237.30 deduction on mosque RM10.00 after deduction RM1227.30. Employee no: 200356 – ND 25, WRD – 0, OT ND – 12 hours, L 1, RD 4, Total: RM1744.90 deduction on electric, and mosque RM21.88 after deduction RM1723.02. Employee no: 200375 – ND 25, WRD – 2, OT ND – 31.50 hours, L 1, RD 3, Total: RM2195.05 deduction on electric, and mosque RM26.48 after deduction RM2168.57. 	

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	<p>7. Employee no: 200435 – ND 25, WRD – 2, OT ND – 3 hours, L 1, RD 2, Total: RM1858.60 deduction on electric, cooking oil and temple RM47.28 after deduction RM1811.32.</p> <p>8. Employee no: 200442 – ND 25, WRD – 2, OT ND – 0 hours, L 1, RD 3, Total: RM1833.76 deduction on electric, cooking oil and mosque RM38.26 after deduction RM1795.50.</p> <p>9. Employee no: 200474 – ND 25, WRD – 2, OT ND – 0 hours, L 1, RD 3, Total: RM1708.13 deduction on electric, cooking oil and mosque RM39.83 after deduction RM1668.30.</p> <p>10. Employee no: 200509 – ND 25, WRD – 0, OT ND – 0 hours, L 1, RD 5, Total: RM1500.00 deduction on electric, cooking oil and mosque RM42,24 after deduction RM1457.76.</p> <p>11. Employee no: 200012 – ND 26, WRD – 2, OT ND – 50 hours, L 1, RD 2, Total: RM2479.75 deduction on electric, cooking oil and temple RM38.64 after deduction RM2440.75.</p> <p>12. Employee no: 200111 – ND 26, WRD – 1, OT ND – 40 hours, L 1, RD 3, Total: RM2237.28 deduction on electric, and temple RM26.40 after deduction RM2210.88.</p> <p>13. Employee no: 200233 – ND 25, WRD – 0, OT ND – 65 hours, L 1, RD 4, Total: RM2358.25 deduction on electric RM16.40 after deduction RM2341.85.</p> <p>Samples passport and visa valid to:</p> <p>1. Sxxxi – 13/09/2027, 27/10/2024</p> <p>2. Vxxxxu – 24/04/2032, 07/07/2025</p> <p>3. Mxxxxxxn – 13/09/2030, 15/10/2024</p>	

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		4. Sxxxxm 11/01/2028, 10/04/2025 5. Md Mxxxxxl Ixxxm – 16/01/2032, 30/12/2024 6. Axxxxf Axi – 22/03/2026, 22/02/2025 7. Mxxxxxd Kxxxl – 22/02/2026, 25/09/2024 8. Md Jxxxd – 19/06/2032 , 30/12/2024 9. Bxxxxxxxxn – 19/04/2032, 07/07/2025 10. Axtt Kxxxr – 20/09/2032, 20/11/2024 11. Gxxxxn – 24/05/2027, 07/05/2025 12. Bxxxxn – 02/02/2027, 07/06/2025 13. Md Mxxxi – 10/10/2032, 30/12/2024 14. Md Rxxa – 26/07/2032, 13/12/2024 15. Rxxxxl -23/08/2032, 27/12/2024 16. Mxxxd 04/06/2033, 31/10/2024 17. Md Nxxxxl 14/06/2032, 15/08/2024	
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee. - Minor compliance -	The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955. The contractor will submit the copy of their worker's payslip and employment documents for estates and mills reference. Stated in the agreement, Clause (11): The contractor shall adhere to the attached UP's Company Policies as follow which are required under MSPO and RSPO certifications such as Human Rights Policy (e.g.: no child labor and trafficked labor and equal treatment), OSH policy, gender policy, valid employment contract for contractor workers, minimum wages order, etc.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>The samples as below:</p> <p>Jendarata Estate</p> <ol style="list-style-type: none"> 1. Evident contract agreement or Memorandum of Agreement made on 01/01/2024 between Jendarata Estata and Sxxxxxxxxm A/L Nxxxxxxxxu as the contractor and the agreement valid from 01/01/2024 to 31/12/2024. With Particular of work: Providing Lent Labor for General Field Work. The Lent Labour workers will be paid as and when required by the company based on Employment Act 1955 and Minimum Wages Order. That the contractor shall be paid RM17.00 per manday for lent labour applied (Basic wages, price bonus). - Evident the statement of account to Sxxxxxxxxxm A/I Nxxxxxxxxu (Acc No: 105319) dated 30/06/2024. <p>Tanarata Estate</p> <ol style="list-style-type: none"> 1. Ms Rxxu Enterprise (Acc No: 05/05/20113 – A contract has been made on 01/01/2023 between Tanarata Estate and the contractor Ms Rxxu Enterprise (Reg: 1203847-D) – Schedule 1 (refer photo Pang Excavator). and valid for 5 years for the date commencement of the Agreement till 31/12/2028. The Contractor agrees to arrange for the use of their own vehicle, or to hire if any, to transport FFB and EFB from the Hirer's Palm Oil Estate and Palm Oil Mill to the destinations as stipulated by the hirer. All FFB must be delivered to Jendarata POM Ramp within 24 hours from the FFB was harvested. <p>The agrees transport rate for Fresh Fruit Bunches are as below:</p>	

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		<ul style="list-style-type: none"> - RM18 per mt of FFB to Transport from Tanarata Estate Div1 to Jendarata POM ramp. - RM20 per mt of FFB to Transport from Tanarata Estate Div2 to Jendarata POM ramp. - RM22 per mt of FFB to Transport from Tanarata Estate Div3 to Jendarata POM ramp. - Certificate of payment dated 30/06/2024 CP No: 21240064 to MS Rxxu Enterprise Sdn Bhd for Hiring of Lorry – FFB Transport for the period 01/06/2024 to 30/06/2024. - Evident list of contractor's employees working in the Estate/Department – Nor Sxxxxxl Rxxxxl bin Ixxxxl and Sxxxxi bin Mxxxxr. (local). Working hour as per Employment Act 1955. 8-5 with 1 hour break between 12.30pm – 1.30 pm. Attached addendum from UP's on compliance Working Hours signed on 01/01/2024. <ul style="list-style-type: none"> ➤ Evident Employment Contractor for Nor Sxxxxxl Rxxxxl bin Ixxxxl made on 25/12/2021 and the contract valid for 3 years. Signed by both parties including company and worker witness. Attached addendum from UP's on compliance Working Hours signed on 01/01/2024. Evident salary voucher June 2024. Gross pay RM1500, RM175.15 EPF SOCSO after deduction RM1324.85 ➤ Evident Employment Contractor for Sxxxxi bin Mxxxxr made on 25/12/2021 and the contract valid for 3 years. Signed by both parties including company and worker witness. Attached addendum from UP's on compliance Working Hours signed on 10/ 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>2. SX Hxxg Enterprise (Acc No7/2024. Evident salary voucher June 2024. Gross pay RM1500, RM175.15 EPF SOCSO after deduction RM1324.85: 05/06/02919) – A contract has been made on 01/01/2024 between Tanarata Estate and the contractor SX Hxxg Enterprise (Reg: TR02333061-M) – Schedule 1. and valid for 1 year 01/01/2024 till 31/12/2028.</p> <ul style="list-style-type: none"> - Certificate of payment dated 30/06/2024 CP No: 21240059 to SX Hxxg Enterprise for Hire of Excavator for the period 01/06/2024 to 30/06/2024. - The rates included in the agreement. - Evident Employment Contractor for Kxxxxxxxu made on 01/02/2024 and the contract valid for 1 year. Signed by both parties including company and worker witness: Monthly salary RM2200. Working hour as per Employment Act 1955. 8.5 with 1 hour break between 12.30pm – 1.30 pm. Attached addendum from UP's on compliance Working Hours signed on 01/01/2024. - Evident salary voucher June 2024. Gross pay RM2000, RM233.65 EPF SOCSO after deduction RM1766.35 	
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>The management registered all their workers into Employee Master Details List.</p> <p>Review on the listing included workers' personal details such as full name, gender, date of birth, date join company, race, designation, and wages were available.</p>	Complied
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment</p>	<p>The management has established employment contract for all workers and contractors' workers. All the terms and conditions stated in the</p>	Complied

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<p>contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement and Minimum Wage Order 2022 (amendment). Among the clause spell out in the contracts includes:</p> <ol style="list-style-type: none"> 1. Duration of the Contract of Employment 2. Wages 3. Working Hours 4. Rest Day 5. Public Holiday 6. Annual Leave/Vacation Leave 7. Levy 8. Medical and SOCSO Employment Injury Scheme 9. Deductions 10. Accommodation, Amenities and Transportation 11. Sick Leave 12. Renewal of Employee's work permit 13. Air Passage 14. Repatriation 15. Termination 16. Restriction and Termination of Service 17. Safekeeping of the Passport 18. Outstanding Wages 19. Medical Examination 20. Tools 21. Deceased Employee 	

Criterion / Indicator		Assessment Findings	Compliance
		<p>22. Grievance Redressal Procedure</p> <p>23. Unresolved Disputes</p> <p>24. Induction Course</p> <p>25. Time is an Essence</p> <p>26. Interpretation</p> <p>27. Understanding of job type</p> <p>28. Succession</p> <p>Also evident, the employment contract of the samples contractor workers that comprises the name, identification number, dates, salary, working day, working hour, termination of service, leaves, rules, and regulations.</p> <p>The employment contract was prepared in various languages based on the nationality such as Bahasa Malaysia, English, Tamil, Bengali and Nepali for better understanding. All the workers get the copy of their employment contract.</p>	
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between management and workers including compliance by contractor as per their Letter of Award.</p>	Complied
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and</p>	<p>All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	shall always be compensated at the rate applicable and shall meet the applicable legal requirement. - Major compliance -	management and workers including compliance by contractor as per their Letter of Award.	
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	<p>The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955.</p> <p>All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between management and workers including compliance by contractor as per their Letter of Award.</p> <p>During document review and interview with the sample's worker, all the workers satisfied with the salary payment, overtime, allowances, and deductions.</p>	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	<p>Stated in the employment contract under Accommodation, Amenities and Transportation that:</p> <p>The company shall provide free accommodation for the duration of The Employee's term of service with The Company. Each house or unit shall be shared by 6 employees (3 bedroom) and by 4 employees (2 bedroom).</p> <p>All workers are provided with free medical facilities located in estate, free housing facilities were provided to all the workers and their families including subsidised electricity and water (50gallons), mosque, temples, hall, playground, creche, school bus, allowances, bonuses, etc as sighted during the site visit. The houses are in compliance with</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) in term of size and number occupant.	
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation. - Major compliance -	<p>Stated in the employment contract under Accommodation, Amenities and Transportation that:</p> <p>The company shall provide free accommodation for the duration of The Employee's term of service with The Company. Each house or unit shall be shared by 6 employees (3 bedroom) and by 4 employees (2 bedroom).</p> <p>All workers are provided with free medical facilities located in estate, free housing facilities were provided to all the workers and their families including subsidised electricity and water (50gallons), mosque, temples, hall, playground, creche, school bus, allowances, bonuses, etc as sighted during the site visit. The houses are in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) in term of size and number occupant.</p>	Complied
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	<p>The management has established the Gender Policy signed by Chief Executive Director dated 24/04/2015.</p> <p>The United Plantations Berhad are committed to maintaining a workplace free from harassment of any kind, including harassment based on an employee's race, colour, religion, gender, national origin, ancestry, disability, marital status and sexual orientation. In line with the policy, we shall:</p> <ol style="list-style-type: none"> 1. Endeavour to prevent sexual harassment and all other forms of violence against women and workers in the workplace or in the course of an employee's work. 2. Adopt a specific complaints and grievance procedure and mechanism to address gender-based issues. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>3. Encourage effective participation of women in decision-making by their representation as members of various committees, such as the Occupational Safety and Health Committee.</p> <p>4. Establish a Gender Committee to implement and monitor the policy.</p> <p>5. To protect the Reproductive Rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and labour laws.</p> <p>6. We will communicate to our employees, contractors, and suppliers to adhere to the values of this policy.</p> <p>The management also has established the Grievance and redressal for sexual harassment in the workplace in accordance with United Plantations Berhad sexual harassment & violence policy. Evident the Misconduct Report Form (Sexual Harassment & Violence).</p> <p>Any worker who has grievance related to sexual harassment or violence nature can obtain the complaint form from one of the sub-committee members in respective Estates/Departments and either complete it herself or request the assistance of the sub-committee member to fill it up. The complaint form is to be submitted to the respective Head of Department and copied to the Gender Committee.</p> <p>Sighted Gender Committee Meeting 'Minit Mesyuarat ke28, for Jendarata Estate dated 28/05/2024. No issue on sexual harassment and abuse or violence.</p> <p>The agenda of the meeting are as follows:</p> <p>1. Briefing on UP's Gender Policy</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>2. Briefing on the UP's Grievance Procedure on sexual harassment and domestic/workplace violence</p> <p>3. Discussion on women specific topics</p> <p>4. New Mother Assessment</p> <p>5. Briefing on the rights and needs of new mother (pre-and post-delivery)</p> <p>6. Summary of sexual harassment and domestic/workplace violence</p> <p>7. Gathering feedback and input</p> <p>8. Others (domestic/workplace related issues)</p> <p>Sigthed the Minute of Gender Committee Meeting 2024 for Tanarata Estate. The meeting has been conducted on 10/05/2024. The agenda includes, briefing on UP's Gender Policy, Briefing on the UP's Grievance Procedure on Sexual Harassment and domestic/workplace violence, discussion on women's specific topics, new mother assessment , briefing on the rights and need of new mother (pre-and post-delivery – main point (98 days of maternity leave, upon delivery, the child can be taken care by care taker in creche, light work is provided and strictly no works related to chemical, medical leave will be given upon request, allowed to take time off for medical check -up, adequate space and paid breaks should be provided to enable mothers with infants 24 months younger to breastfeed or express and store breast milk with privacy), Summary of sexual harassment and domestic/workplace violence (No cases reported in 2023 -2024), gathering feedback and input and others.</p> <p>Based on the minutes there is no cases of sexual harassment and</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		domestic violence has been reported since 2023 and has confirmed during consultation with the female workers and gender committee representatives.	
4.4.5.13	<p>The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>Stated in the Human Rights Policy objectives: We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively.</p> <p>Jendarata Estate</p> <p>Evident the Sub: Welfare Committee Meeting for Guest Worker / Mesyuarat Ahli Jawatankuasa Kebajikan Pekerja-pekerja Tetamu. Attended by Chairman, Secretary, management rep (4), workers rep by nationality (2 Indian, 2 Indonesian, and 2 Bangladeshi – total 6), Minutes Meeting: 26/06/2024 (03/24).</p> <p>1. Rep based on nationality:</p> <ul style="list-style-type: none"> - Jxxxxl – India - Kxxxxxxk – India - Axxxxxxh – Indonesia - Mxxxxxp – Indonesia - Mxxxxd – Bangladesh - Lxxxn – Bangladesh <p>2. Matters arisings from previous meeting has been resolved as evident in the Stakeholder logbook under Request & Response eg:</p> <ul style="list-style-type: none"> - Bxxxxxk & Bxxxxn – lamp for bedroom bathroom and fan malfunction reported on 09/05/2024 and repairs work has been acknowledged on 09/05/2024 by the owner. - Axxxxh – reported clogged toilet dated 24/04/2024 and repairs has been acknowledged by the house owner on 25/04/2024. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Under complaint & grievance -xPn Sxxxxxi – foods waste thrown in the drains and dust bin no plastic bag – appropriate action has been taken and acknowledged by the complainer on 09/05/2024. - latest status issue on sickle – 10 set of the 111 sickles has been purchased as evident as per invoice no: IV-44885 <p>Tanarate Estate</p> <p>Evident Minutes Meeting for Guest Workers Welfare Committee Tanarata Estate (GWWC 03/2024) dated 28/06/2024 with attendance of chairman, secretary 1 and 2, 4 management rep (Mr Sxxxxi – Indonesian, Mr Sxxxxn Indonesian) and 6 workers rep. The summary: Request from worker to prepare field for sports.</p> <p>Furthermore, during consultation with all the sample’s workers, the workers informed that the workers representative has been nominated by them and they have freedom to join union.</p>	
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>Stated in the Human Rights Policy objectives:</p> <p>We will not tolerate the use of child or forced labour, slavery, or human trafficking in any of our plantations and facilities. We are using the definition from United Nations Convention on the Rights of the Child which define ‘child’ as anyone who is less than 18 years old.</p> <p>The management clearly not allow individual under the age of 18 years to work at the premise. As sighted in the list of workers there is no workers below 18 years old.</p>	Complied
Criterion 4.4.6: Training and competency			

Criterion / Indicator		Assessment Findings		Compliance			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept. - Major compliance -	The management has established a training programmed to the workers and the awareness training was done conducted to the employee from internal team. All record of training was documented. Sighted the evidence: Details information on the actual training programmed:		Complied			
		Training Program	Description		Description		
		Estate	Jendarata Estate		Tanarata Estate		
		Hearing Training	Done conducted: 13/06/2024		Done conducted: 29/05/2024		
		SOP Training	Done conducted: 02/02/2024		Done conducted: 18/01/2024		
		Fire Drill Training	Done conducted: 28/05/2024		Done conducted: 20/05/2024		
		ERP Training	Done conducted: 28/05/2024		Done conducted: 22/05/2024		
		PPE Training	Done conducted: 12/02/2024		Done conducted: 08/05/2024		
		Chemical Training	Done conducted: 20/06/2024		Done conducted: 29/05/2024		
		First Aider Training	Done conducted: 05/06/2024		Done conducted: 20/05/2024		
		Schedule Waste Training	Done conducted: 08/04/2024		Done conducted: 12/05/2024		
		HCV Training	Done conducted: 08/04/2024		Done conducted: 12/05/2024		
		4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all		The management has established training needs of individual employees in order to provide the specific skill and competency required to all employees based on their job description. Refer training		Complied

Criterion / Indicator		Assessment Findings		Compliance																											
	employees based on their job description. - Major compliance -	needs, there is allocation specific training module for category of employee. Sighted the evidence: Details information on the training need of employee: <table><tr><td>Document</td><td>Training Need Analysis</td></tr><tr><td>Date</td><td>Year 2024</td></tr><tr><td>Category</td><td>Staffs and workers</td></tr></table>		Document	Training Need Analysis	Date	Year 2024	Category	Staffs and workers																						
Document	Training Need Analysis																														
Date	Year 2024																														
Category	Staffs and workers																														
4.4.6.3	A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure. - Minor compliance -	The management has established a training programmed to the workers and the awareness training was done conducted to the employee from internal team. All record of training was documented. Sighted the evidence: Details information on the actual training programmed: <table><tr><td>Training Program</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Hearing Training</td><td>Done conducted: 13/06/2024</td><td>Done conducted: 29/05/2024</td></tr><tr><td>SOP Training</td><td>Done conducted: 02/02/2024</td><td>Done conducted: 18/01/2024</td></tr><tr><td>Fire Drill Training</td><td>Done conducted: 28/05/2024</td><td>Done conducted: 20/05/2024</td></tr><tr><td>ERP Training</td><td>Done conducted: 28/05/2024</td><td>Done conducted: 22/05/2024</td></tr><tr><td>PPE Training</td><td>Done conducted: 12/02/2024</td><td>Done conducted: 08/05/2024</td></tr><tr><td>Chemical Training</td><td>Done conducted: 20/06/2024</td><td>Done conducted: 29/05/2024</td></tr><tr><td>First Aider Training</td><td>Done conducted: 05/06/2024</td><td>Done conducted: 20/05/2024</td></tr></table>		Training Program	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Hearing Training	Done conducted: 13/06/2024	Done conducted: 29/05/2024	SOP Training	Done conducted: 02/02/2024	Done conducted: 18/01/2024	Fire Drill Training	Done conducted: 28/05/2024	Done conducted: 20/05/2024	ERP Training	Done conducted: 28/05/2024	Done conducted: 22/05/2024	PPE Training	Done conducted: 12/02/2024	Done conducted: 08/05/2024	Chemical Training	Done conducted: 20/06/2024	Done conducted: 29/05/2024	First Aider Training	Done conducted: 05/06/2024	Done conducted: 20/05/2024	Complied
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Criterion / Indicator		Assessment Findings	Compliance
		After training finished the Assessment Training was conducted to the participant purposely to know their understanding. The record was documented.	
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented. - Major compliance -	<p>United Plantations Berhad has established an Environment & Biodiversity Policy, dated March 8, 2021, and endorsed by Dato' Carl Bek-Nelson, the Chief Executive Director. This policy has been implemented and is prominently displayed on notice boards in Bahasa Malaysia, Bengali, Tamil, and English to accommodate workers from various nationalities on the estates.</p> <p>The policy outlines the company's commitment to environmental protection and biodiversity conservation by minimizing environmental harm. Key elements of the policy include:</p> <ol style="list-style-type: none"> 1. Protecting and enhancing biodiversity and ecosystems. Prohibiting deforestation and preventing new development on peat soil. 2. Enhancing resilience against the impacts of climate change. 3. Promoting responsible consumption and production. <p>This policy is visibly posted in the office alongside other company policies. It is communicated to employees through training sessions and weekly briefings, which are conducted during the morning muster at each sample estate.</p>	Complied
4.5.1.2	The environmental management plan shall cover the following:	The estates visited have developed an Environmental Management Plan (EMP) for 2024, which is based on an analysis of environmental	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>aspects and impacts. This plan was created following the Environmental Aspect Impact Identification and Environmental Impact Evaluation documented in the Pollution Prevention Plan 2024.</p> <p>The Environmental Management Plan includes the following objectives:</p> <ol style="list-style-type: none"> 1. Proper waste disposal in accordance with Standard Operating Procedures (SOPs) and legal requirements. 2. Maximizing waste utilization where possible. 3. Increasing efficiency in the use of both renewable and non-renewable resources. 4. Minimizing soil erosion during replanting activities. 5. Managing scheduled waste effectively. 6. Preventing open burning. <p>The plan addresses various environmental aspects and impacts related to operations, including:</p> <ol style="list-style-type: none"> 1. Chemical storage and issuance. 2. Generator sets (where applicable) and power generation. 3. Fertilizer application. 4. Diesel storage and spillage management. 5. Dust and smoke emissions. 6. Disposal of Empty Fruit Bunches (EFB) in the fields. 7. Storage and disposal of scheduled waste. 8. Chemical mixing and transportation. 	

Criterion / Indicator		Assessment Findings	Compliance																														
		<p>Additionally, the plan includes initiatives for reducing pollution and managing emissions, along with monitoring efforts.</p> <p>Based on the samples reviewed, the Environmental Management Plans related to these processes were found to be properly implemented and confirmed.</p>																															
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p>- Major compliance -</p>	<p>The developed environmental improvement plan to mitigate the negative impacts and to promote the positive ones were effectively implemented and monitored.</p> <p>Environmental Improvement Plan 2024 dated Jan 2024 respectively for the 2 estates having details of mitigation of the negative impacts. They are summarized and among others as shown below;</p> <table><tr><th>Activities</th><th>Impact</th><th>Management Plan</th></tr><tr><td>Grass cutting</td><td>Smoke emission</td><td>PPE / Maintenance</td></tr><tr><td>Grass cutting</td><td>Noise</td><td>PPE adherence</td></tr><tr><td>Rubbish disposal</td><td>Release of gas</td><td>Landfill external disposal</td></tr><tr><td>Herbicide spraying</td><td>Chemical spillage</td><td>No container leakage / PPE</td></tr><tr><td>Vehicle movement</td><td>Exhaust gas / dust</td><td>Schedule maintenance</td></tr><tr><td>Replanting felling</td><td>Soil erosion</td><td>Guidance as SOP</td></tr><tr><td>Manuring</td><td>Contamination</td><td>Guidance as SOP</td></tr><tr><td>Chemical Mixing</td><td>Spillage of chemical</td><td>Tray / Containment trap</td></tr><tr><td>EFB mulching</td><td>Contamination</td><td>EFB Mulching Soil compaction caused by tractor Use of low ground pressure tires or twin wheels.</td></tr></table> <p>Based on the samples taken, all environmental management plan related to the process were found to be mitigate the negative impacts</p>	Activities	Impact	Management Plan	Grass cutting	Smoke emission	PPE / Maintenance	Grass cutting	Noise	PPE adherence	Rubbish disposal	Release of gas	Landfill external disposal	Herbicide spraying	Chemical spillage	No container leakage / PPE	Vehicle movement	Exhaust gas / dust	Schedule maintenance	Replanting felling	Soil erosion	Guidance as SOP	Manuring	Contamination	Guidance as SOP	Chemical Mixing	Spillage of chemical	Tray / Containment trap	EFB mulching	Contamination	EFB Mulching Soil compaction caused by tractor Use of low ground pressure tires or twin wheels.	Complied
Activities	Impact	Management Plan																															
Grass cutting	Smoke emission	PPE / Maintenance																															
Grass cutting	Noise	PPE adherence																															
Rubbish disposal	Release of gas	Landfill external disposal																															
Herbicide spraying	Chemical spillage	No container leakage / PPE																															
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Criterion / Indicator		Assessment Findings	Compliance
		in estates. Records of periodical reporting of each of the above items were evident to support that the plans have been monitored. The plans were reviewed annually. There is no changes of the environment plan.	
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	A program to promote positive impacts has been incorporated into the Continual Improvement Plan. This plan includes details on the status, budget, and responsible individuals for monitoring progress. Information on this can be found under indicator 4.5.1.3 above. The plan outlines improvements for both short-term and long-term goals from 2023 to 2026 and addresses identified issues. Key improvements planned include: Reducing the use of herbicides, insecticides, and fungicides on both immature and mature oil palm. Implementing Integrated Pest Management (IPM) practices, such as using beneficial plants and barn owl boxes.	Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	The estates provide ongoing training to workers to raise awareness about the environmental policy and management plan. The training program, updated annually or as needed, is part of the CU Training Program 2024. It covers various environmental topics, including: <ul style="list-style-type: none"> • Environmental, Safety & Health Policy • Scheduled Waste Management • Environmental Responsibility • HCV (High Conservation Value) & Biodiversity Training Recent training sessions include: <ol style="list-style-type: none"> 1. Scheduled Waste Training on March 7, 2024, at Jendarata Estate. 2. Fire Drill Training on May 28, 2024, at Jendarata Estate. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental issues were addressed through various forums: 1. Stakeholder Meetings: Held at Jendarata Estate on April 24, 2024. Discussions primarily focused on managing scheduled and domestic waste. Meeting minutes were reviewed and confirmed. 2. OSH and Environment Meetings - Environmental concerns are discussed as they arise during these meetings. 3. Annual management review and budget meetings cover topics such as: Water management, Electricity use, Diesel consumptions.	Complied
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	Operational Efficiency and Diesel Consumption Reduction: The estates monitor their performance by calculating the ratio of diesel consumption to Fresh Fruit Bunches (FFB) produced to gauge operational efficiency. The management has undertaken several initiatives to reduce diesel consumption: <ul style="list-style-type: none"> • Manual grass cutting: Minimizes the need for tractor use. • Optimizing tractor running hours: Ensures tractors operate efficiently. • Scheduled tractor maintenance: Keeps tractors in good condition to enhance performance. • Reduced tractor use during low crop seasons: Limits diesel use when crop yield is low. Energy Management Plan: The energy management plan aims to minimize and eliminate wastage through:	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>a) FFB ramp balance: Maintaining an adequate balance of FFB to achieve the desired output at the mill.</p> <p>b) Timely vehicle servicing: Ensuring vehicles are serviced on schedule to improve diesel efficiency and prevent leaks.</p> <p>c) Regular generator maintenance: Keeping generators well-maintained for better efficiency. d) Employee education: Training employees on practices to save fuel and electricity.</p> <p>Fossil Fuel Utilization Data for 2024: In 2024, diesel consumption at Jendarata Estate was 122,167 liters, with a Diesel/FFB ratio of 2.40.</p>	
4.5.2.2	<p>The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.</p> <p>- Major compliance -</p>	<p>The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations inclusive of fuel use by contractors, including all transport and machinery operations was available in the respective estate yearly budgets. Refer details as per indicator 4.5.2.1 above. Figures were extracted from the diesel issuance of estate diesel tank.</p>	Complied
4.5.2.3	<p>The use of renewable energy should be applied where possible.</p> <p>- Minor compliance -</p>	<p>There was no opportunity to use renewable energy (shell/fibre/EFB) in the estate with the present technology and facilities within the industry.</p>	Complied
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	<p>All waste products and sources of pollution shall be identified and documented.</p> <p>- Major compliance -</p>	<p>All waste and pollution are identified and documented in the Waste Management Action Plan. The compilation for 2024 was made at by the HRSS (Human Resource Sustainability Safety Department) applicable to the estates. Details of waste generated from the estates operations among others as shown below;</p>	Complied

Criterion / Indicator		Assessment Findings				Compliance
		Type of waste	Description			
		Domestic waste	Rubbish at estate complex			
		Industrial waste	Fertilizer bags			
			Scrap metal			
			Disposed construction material			
		Sewage waste	sewage			
		Scheduled Waste	SW 404 Clinical waste			
			SW rags, plastics, filters			
			Spent lubricant & hydraulic oil			
			Disposed containers, bags, equipment contaminated with chemicals, pesticides, SW,			
		All waste products and sources of pollution 2024 has been identified and documented. Details as follows;				
		Activities	Source	Waste/ Pollution	Affected Environment	
		Gen store	Petrol oil, lubricant	Spillage & contamination	Land, water	
		SW store	Scheduled waste	All type of SW	Environmental	
		Office	Domestic/ office waste	paper plastic	Land, water	
		W/shop	Used oil & grease	Spillage	Land, water	
			Metal waste	Wastage	Recycled	
		Labour line	Domestic waste	Solid waste	Land, water	
		Field activities	Operation waste	Palm frond, FFB stalk	Land, water	

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Criterion / Indicator		Assessment Findings			Compliance
		Based on the documents and sites visits made waste and energy management were found to effective in handling environmental quality and in compliance to the regulatory requirement.			
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: a) Identifying and monitoring sources of waste and pollution b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products - Major compliance -	The disposal/recycling of waste generated by the estates are made as follows. The details of the waste management plan are described below;			Complied
		Type	Description	Action to be taken	
		Domestic waste	Rubbish	Collection/disposal min 2x /week internal landfill. Establish collection SOP Establish collection schedule & PIC Create awareness on hygiene Monitoring of line site	
		Industrial waste	Fertiliser bags	Inventory of bags, reuse for LF collection, sell to appointed contractor.	
			Scrap metal	Inventory maintained, tender at zone level for sale to licensed contractor.	
			POME	Daily monitoring of application at designated fields.	
Sewage waste	Sewage	To monitor during housing inspection and residents' complaints.			

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Criterion / Indicator		Assessment Findings				Compliance
				Engagement with licensed contractor for sewage management.		
		Scheduled Waste	Clinical waste	Inventory maintained. Storage in sharp bin in clinic. Disposal via Group Hospital to a licensed contractor.		
			SW rags, plastics, filters	Inventory maintained. Storage in scheduled waste store. Disposal to registered vendor with DOE.		
			Spent lubricant & hydraulic oil	Collection by licensed vendor. Inventory maintained. Disposal to registered vendors with DOE.		
			Disposed containers, bags, equipment contaminated with chemicals, pesticides, SW,	Inventory maintained. Storage in SW store. All containers are labeled. Empty containers collected by authorized vendor registered with Jabatan Pertanian/ DOE.		
		Activitiy	Source	Waste/ Pollution	Affected Environment	

Criterion / Indicator		Assessment Findings				Compliance
		Gen store	Petrol oil, lubricant	Spillage & contamination	Land, water	
		SW store	Scheduled waste	All type of SW	Environmental	
		Office	Domestic/ office waste	Paper plastic	Land, water	
		W/shop	Used oil & grease	Spillage	Land, water	
		Labour line	Domestic waste	Solid waste	Land, water	
		Activity	Source	Prevention	Action Plan	
		Gen store	Petrol oil, lubricant	Keep items in designated area i.e. bund 110% of capacity	Establish recovery procedure - accidental spillage. Kit available	
		SW store	Scheduled waste	Comply to EQA requirement	Dispose as SW & maintain record.	
		Office	Domestic/ office waste	Implement recycling of waste Provide bins	Continuous education on environmental issues and program.	
		W/shop	Used oil & grease	Display signboards &	Dispose as SW & maintain record.	

Criterion / Indicator		Assessment Findings				Compliance
				provide litter bins		
			Metal waste	Collect discarded materials for recycling	Provide training on recycling	
		Labour line	Domestic waste	Display signboards & provide litter bins	Provide training on recycling	
		Labour line	Toilet & kitchen waste	Ensure no accidental spillage	Cease using facilities in event of non-functional	
		The estates based on the documents and sites visits made waste and pollution management are concluded to be effective in handling environmental quality and in compliance to the regulatory requirement.				
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. - Major compliance -	The SOP on Scheduled Waste disposal is established and implemented. Details as provided in UPB Standard Operating Procedure Handling of Scheduled Waste (Hazardous Waste) Management dated 09/04/2021. The inventory of the waste generated is recorded using the "E-SWISS" inventory system. Methodology of SW disposal is also described in indicator 4.5.3.2 above. All SW are disposed to Pentas Flora (Ipoh) Sdn Bhd and SW 404 disposed to Fuxxxx Nxx Sdn Bhd Sexxxxxx Nx Sdn Bhd.				Complied

Criterion / Indicator		Assessment Findings							Compliance																																
		<p>The estate has kept the copy of the summary of inventory records for each categories of the SW. Sample taken for the month of June 2024 include the records of SW110, SW305, SW404, SW409, SW410.</p> <p>The management has recorded the Consignment Note of the disposal of SW, records of disposal with the sample taken is as the following:</p> <table><tr><td>Estate</td><td>Date</td><td>SW 410</td><td>SW 305</td><td>SW 404</td><td>SW 409</td><td>SW 102</td><td>SW 110</td></tr><tr><td>Jendarata</td><td>20/03/2024</td><td>0.2856</td><td>1.36</td><td>-</td><td>0.0688</td><td></td><td>-</td></tr><tr><td>Jendarata</td><td>26/02/2024</td><td>0.6458</td><td>-</td><td>-</td><td></td><td>-</td><td>-</td></tr><tr><td>Jendarata</td><td>15/05/2024</td><td>-</td><td></td><td></td><td></td><td>0.3285</td><td>-</td></tr></table> <p>The estates based on the documents and sites visits made SW waste management are concluded to be effective in handling environmental issues and in compliance to the regulatory requirement.</p>							Estate	Date	SW 410	SW 305	SW 404	SW 409	SW 102	SW 110	Jendarata	20/03/2024	0.2856	1.36	-	0.0688		-	Jendarata	26/02/2024	0.6458	-	-		-	-	Jendarata	15/05/2024	-				0.3285	-	
Estate	Date	SW 410	SW 305	SW 404	SW 409	SW 102	SW 110																																		
Jendarata	20/03/2024	0.2856	1.36	-	0.0688		-																																		
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Jendarata	15/05/2024	-				0.3285	-																																		
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>The Standard Operating Procedure (SOP) for disposing of pesticide containers is outlined in the UPB Standard Operating Procedure for Handling Scheduled Waste (Hazardous Waste) Management, dated April 9, 2021. This SOP includes details on the triple rinsing procedure and the relevant training requirements.</p> <p>According to the operational control procedures detailed in section 4.5.3.3, the guidelines for handling empty pesticide containers are as follows:</p> <p>1. Containers classified as Class 2 or higher must be triple rinsed and punctured at the bottom if they are to be disposed of as non-scheduled waste.</p>							Complied																																

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Criterion / Indicator		Assessment Findings	Compliance
		<p>2. Containers designated for disposal as scheduled waste do not require triple rinsing or puncturing.</p> <p>3. Empty containers that are triple rinsed and punctured are disposed of as SW 409. Other containers are recycled for use in spraying applications.</p> <p>The estates also maintain records of empty pesticide containers. These containers are punctured and disposed of in an environmentally and socially responsible manner to prevent any risk of contaminating water sources or harming human health.</p>	
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p>	<p>Domestic waste is managed according to the waste management plan. The management ensures that domestic waste is disposed of in landfills designated for each estate. Two workers are assigned to segregate recyclable items on-site, effectively minimizing the risk of contamination.</p> <p>Disposal Sites and Collection Details:</p> <ol style="list-style-type: none"> 1. Jendarata Estate: Field 71 Collection 2 to 3 times per week. 2. Tanarata Estate: Field 12 Collection 2 to 3 times per week. <p>The disposal system is designed to be environmentally and socially responsible, ensuring that there is no risk of contaminating water sources or harming human health.</p>	Complied
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	<p>An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.</p> <p>- Major compliance -</p>	<p>The environmental aspect and impact have been identified the polluting activities in estate. This included gas emissions, scheduled waste, solid waste and general waste. The polluting activities are identified and documented in the Environmental Aspect & Impact Identification. From the EAI, it will be evaluated for the impact. The</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance						
		<p>identified impact if any will be included in the management plan. The evaluation is documented in the Environmental Impact Evaluation. It was last reviewed on 18/05/2023 with no major changes to the estate’s activities. Areas of focus among others include activities.</p> <p>a) Chemical Store/ general Store</p> <p>b) Workshop</p> <p>c) Scheduled waste/ diesel tank</p> <p>d) Chemical store/ mixing areas</p> <p>e) Workshop/ Catchment Pond</p> <p>f) Effluent land application area.</p> <p>The plan to reduce or minimize the GHG emission has been established and implemented. In general, among the action plans were: -</p> <p>a) To optimize the usage of diesel</p> <p>b) To apply more organic fertilizer such as bunch ash, EFB therefore reducing inorganic fertilizer dependency.</p> <p>The estates continued to maintain its environmental aspects/impacts register associated with their activities. The ‘Pollution Identification Environmental Improvement Action Plan’ is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estate’s operations are:</p> <table><tr><td></td><td>Environmental Receptors</td><td>Source</td></tr><tr><td>1</td><td>Air</td><td>Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). EFB dumping).</td></tr></table>		Environmental Receptors	Source	1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). EFB dumping).	
	Environmental Receptors	Source							
1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). EFB dumping).							

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Criterion / Indicator		Assessment Findings			Compliance						
		2	Water	Water discharges – Cleaning water/ run-off/ process station water/ mixing area							
		3	Land	Land – Scheduled waste, domestic waste and industrial/ process waste. Clinical wastes – generated from clinics.							
		In general, among the action plans were: - a) To optimize the usage of diesel b) To apply more organic fertilizer such as bunch ash, EFB therefore reducing inorganic fertilizer dependency. c) Full compliance to zero burning practices The risk of contamination has been minimized through this system disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health.									
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	The Pollution Prevention Management Plan 2024 was established at estates and reviewed annually. The following issues and mitigation program among others have been identified. The improvement plan include: <table><tr><td></td><td>Objectives</td><td>Improvement Plan</td></tr><tr><td>1</td><td>To minimize pollution from estate activities</td><td>Recycling of fertilizer bags Daily checking/ maintenance spraying pumps Preventive maintenance of farm vehicles Spill tray for farm vehicle Sump oil trap at workshop/ premix area No open burning Weekly housing inspection</td></tr></table>				Objectives	Improvement Plan	1	To minimize pollution from estate activities	Recycling of fertilizer bags Daily checking/ maintenance spraying pumps Preventive maintenance of farm vehicles Spill tray for farm vehicle Sump oil trap at workshop/ premix area No open burning Weekly housing inspection	Complied
	Objectives	Improvement Plan									
1	To minimize pollution from estate activities	Recycling of fertilizer bags Daily checking/ maintenance spraying pumps Preventive maintenance of farm vehicles Spill tray for farm vehicle Sump oil trap at workshop/ premix area No open burning Weekly housing inspection									

Criterion / Indicator		Assessment Findings			Compliance													
		2	Management of scheduled waste	To ensure all SW being stored and disposed as per legal requirement														
				Regular inspection for estates vehicles														
				Maintenance PCD to prevent spillage														
		3	Replanting activities	LCC planting / BP Planting														
				EFB mulching														
		The GHG emissions due to the operations is identified and recorded in the palm GHG version 3.01. The emission reduction plan for the estates includes reduction of fertilizer usage by embarking organic fertilizer and EFB application.																
		<table><tr><td></td><td>Issues & Strategies</td><td>Action Plan</td></tr><tr><td>1</td><td>Reduce diesel consumption at estates operations</td><td>To monitor diesel usage To ensure vehicle scheduled maintenance Optimum gen set usage</td></tr><tr><td>2</td><td>Reduce smoke emission to the air</td><td>Implement PMV for all vehicles</td></tr><tr><td>3</td><td>Reduce electricity usage</td><td>Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system</td></tr></table>					Issues & Strategies	Action Plan	1	Reduce diesel consumption at estates operations	To monitor diesel usage To ensure vehicle scheduled maintenance Optimum gen set usage	2	Reduce smoke emission to the air	Implement PMV for all vehicles	3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system	
			Issues & Strategies	Action Plan														
		1	Reduce diesel consumption at estates operations	To monitor diesel usage To ensure vehicle scheduled maintenance Optimum gen set usage														
2	Reduce smoke emission to the air	Implement PMV for all vehicles																
3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system																
The risk of contamination has been minimized through this system disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health.																		

Criterion 4.5.5: Natural water resources

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Criterion / Indicator		Assessment Findings	Compliance
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a. Assessment of water usage and sources of supply. b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities. c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate. e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented. f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually. <p>- Major compliance -</p>	<ul style="list-style-type: none"> a. Both estates have established a Water Management Plan for 2024 to maintain the quality and availability of natural water resources. The plan focuses on efficient water use and includes practices for managing peat soils and water consumption. For peat soils, the estates follow Standard Operating Procedures for cultivating peat areas. In managing water for consumption, the plan ensures that water pump houses and drawing facilities are maintained in good condition, that pipes, tanks, and valves are regularly checked for faults or leaks and repaired or replaced as needed, and that the correct dosage of water treatment chemicals is used. Periodic monitoring of untreated and treated water is conducted, with microbial testing of treated water before it is allowed for human consumption. b. In case of water shortages or prolonged dry seasons, the estates will obtain water from the Local Area Provider (LAP), educate staff and workers on water conservation, and seek additional treated water supply from neighbouring estates if necessary. For severe water pollution or contamination, similar measures are taken, including obtaining treated water from LAP and training staff in conservation practices. c. Water courses and wetlands are protected by maintaining and restoring appropriate riparian buffer zones according to the guidelines in the River Reserve Management document from April 2014. The estates follow the UPB policy to restrict agrochemical applications and leave buffer zones undeveloped during replanting. Buffer zones are established based on river width, with wider zones for larger rivers and narrower zones for smaller ones. d. Water samples are collected from intake points for analysis to detect any pollution resulting from estate activities, following the 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>Polluted Water Management Plan 2024. During dry spells, measures such as installing sandbags for rain harvesting and raising weir platforms are implemented. The management monitors water quality quarterly at upstream and downstream points within the estates, assessing parameters like pH, BOD, COD, SS, ammonia nitrogen, and dissolved oxygen. Recent laboratory analyses show that water quality meets the required standards. The management's water management plan effectively maintains the quality and availability of natural water resources, with no removal of riparian buffer zones and</p> <p>e. No usage of bore wells.</p>	
4.5.5.2	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p>- Minor compliance -</p>	<p>Feedback received from stakeholders / employees confirmed that there was no construction of bunds, weirs and dams across main rivers or waterways passing through both the estates. This requirement is also audited internally by the Sustainability Department personnel. During the field visit no construction of such was observed.</p>	Complied
4.5.5.3	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p>- Minor compliance -</p>	<p>Practices on water harvesting such as roadside drains had been constructed and water has been directed to conservation terraces, pruned fronds were stacked along the palm row. Practices of water harvesting are mainly constructed on flat areas. Roadside pits were also available at every 3 palm rows, to divert in event of water overflowing and also to benefit the nearest palm at the pit end to obtain additional moisture. In addition, water harvesting has been practiced for roadside drain where sandbag weir has been established to collect the water that flow in the roadside drain.</p> <p>This is part of the common practices introduced within the UPB Group Agriculture Procedures.</p>	Complied

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Criterion / Indicator		Assessment Findings				Compliance															
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value																					
4.5.6.1	<p>Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <p>a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.</p> <p>b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.</p> <p>- Major compliance -</p>	<p>The audit findings have confirmed that there is no new planting affecting present HCV and primary forest.</p> <p>Hence the current HCV assessment of the estates remains valid. HCV assessment report being conducted by the following;</p> <table><tr><td></td><td>Estate</td><td>Assessment Date</td><td>Revision</td><td>HCV Status</td></tr><tr><td>1</td><td>Jendarata</td><td>Sabarinah & Associates Sdn Bhd dated 27-29/10/2021</td><td>In-house Assessment dated 27/05/2022</td><td>HCV 4 - Sentang Park - Conservation Area Riparian of Sg Bernam</td></tr><tr><td>2</td><td>Tanarata Estate</td><td>Sabarinah & Associates Sdn Bhd dated 27-29/10/2021</td><td>In-house Assessment dated 10/08/2020</td><td>HCV 4 – Riparian areas Sungai Sungkai</td></tr></table> <p>Common wildlife found during the assessment were documented in the respective HCV Assessment. Methodology is through site observation, interviews, stakeholders consultation and desktop review</p>					Estate	Assessment Date	Revision	HCV Status	1	Jendarata	Sabarinah & Associates Sdn Bhd dated 27-29/10/2021	In-house Assessment dated 27/05/2022	HCV 4 - Sentang Park - Conservation Area Riparian of Sg Bernam	2	Tanarata Estate	Sabarinah & Associates Sdn Bhd dated 27-29/10/2021	In-house Assessment dated 10/08/2020	HCV 4 – Riparian areas Sungai Sungkai	Complied
	Estate	Assessment Date	Revision	HCV Status																	
1	Jendarata	Sabarinah & Associates Sdn Bhd dated 27-29/10/2021	In-house Assessment dated 27/05/2022	HCV 4 - Sentang Park - Conservation Area Riparian of Sg Bernam																	
2	Tanarata Estate	Sabarinah & Associates Sdn Bhd dated 27-29/10/2021	In-house Assessment dated 10/08/2020	HCV 4 – Riparian areas Sungai Sungkai																	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>on available secondary data. The assessment among others covers the following areas;</p> <ul style="list-style-type: none"> a) Overview of HCV assessment. b) Description of assessment areas. c) Finding and discussion <ul style="list-style-type: none"> - Landscape context - HCV criteria and application to agriculture d) HCV monitoring and management <p>The high biodiversity is included in the HCV re-assessment for CU report. Birds, mammals, reptiles, insect (least concern and vulnerable) and totally protected and protected wildlife were identified based on the latest HCV report reviewed annually Jan 2023. The exercise has taken into consideration all aspects of environmentally sensitive areas such as ponds, streams, wildlife boundaries and was documented. The HCVs, conservation areas/environmentally sensitive areas e.g. bund along the stretches of river/straits which passes bordering through the estates had been identified and being monitored.</p> <p>The exercise has taken into consideration all aspects of environmentally sensitive areas such as ponds, streams, wildlife boundaries and was documented. The HCVs, conservation areas/environmentally sensitive areas had been identified and being monitored.</p>	
4.5.6.2	<p>If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. 	<p>There is no RTE or high biodiversity value at CU complexes except for reported presence of snakes, monkeys and wild boars. The management and monitoring plan for HCV areas was established and reviewed annually. There were displays of signage made at site i.e.</p> <ul style="list-style-type: none"> a) No fishing/ no manuring/ no spraying 	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p>- Major compliance -</p>	<p>b) No spraying/ no hunting / no swimming</p> <p>Evidence to continuously prevent and discourage illegal or hunting, fishing or collecting activities were maintained and implemented. Signage as well as routine patrolling activities were utilized as part of creating awareness among employees and maintain HCV. The estates had established an HCV action plan for FY2023 such as;</p> <ul style="list-style-type: none"> a) Ensuring all legal requirements to the protection of species/ habitat are met. b) Controlling any illegal/ inappropriate hunting, fishing and developing measures to resolve human-wildlife conflicts. c) Protection of buffers zones for respective rivers as identified in the HCV assessment. Communications are made to all employees, contractors, suppliers and neighbour informing that encroachment and hunting are not allowed. <p>There were programs held by the estates to all employees in pertaining to the awareness of HCV areas and RTE species. Interview with the employees concluded that training and briefing made during the ad hoc session and morning muster. This is also emphasized during the training held by estates programs. Employees are aware of the following measures;</p> <ul style="list-style-type: none"> a) An offence to capture, harm, kills any wildlife. b) Disciplinary measures shall be taken if found violating company rules. c) Riparian buffer zone to be free from any chemicals application/ pollution <p>Training in relation to the HCV management are provided to the employees as follows;</p>	

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Criterion / Indicator		Assessment Findings				Compliance
			Subject	Jendarata	Tanarata	
		1	HCV Awareness	09/07/2024	19/06/2024	
		<p>The exercise has taken into consideration all aspects of environmentally sensitive areas such as ponds, streams, wildlife boundaries and was documented. The HCVs, conservation areas/environmentally sensitive areas had been identified and being monitored.</p>				
4.5.6.3	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p>	<p>The estates had established HCV/Biodiversity Management Plan based on the HCV identified in the report. Reviewed and sighted the implementation of the management plan as follows:</p> <ul style="list-style-type: none"> a) The estate continuously provided training on HCV and RTE to the workers to ensure the satisfactory understanding. Reviewed the training records conducted as shown in 4.5.6.2. b) The estates conducted monitoring on HCV area on monthly basis. The monitoring focusing on encroachment/ sign of trespassing, wildlife issues/ conflicts/ Sightings, Pollution/ erosion issues and others. Noted during site visit, the condition of the HCV area was consistent with the reports. <p>The estates had developed Management Plan for the HCV and conservation area to protect from any encroachment. Among others consists of the following;</p> <ul style="list-style-type: none"> a) To continue educating the workers regarding RTE. Workers interviewed confirmed that they are aware of no hunting is permitted in and within the estate. b) Regular educating the employees via morning muster briefing about the need to protect the RTE species. c) Appropriate disciplinary measures will be taken if found violated. 				Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Inspection of housing areas and interview of residents confirmed workers were aware of the company policy that prohibits hunting and collecting activities.</p> <p>d) Information pertaining RTE and relevant CU policies were displayed at the display boards.</p> <p>e) Buffer zone establishment to map areas and install buffer zone pegs.</p> <p>f) Encroachment control in HCV area and monitoring</p> <p>Signage on prohibition to conducts activities such as swimming, fishing and chemical applications has been erected at the buffer zone area. Noted during interview with the sprayers, the understanding on prohibition of activities in the buffer zone area is satisfactory.</p> <p>The exercise has taken into consideration all aspects of environmentally sensitive areas such as ponds, streams, wildlife boundaries and was documented. The HCVs, conservation areas/environmentally sensitive areas had been identified and being monitored.</p>	
Criterion 4.5.7: Zero burning practices			
4.5.7.1	<p>Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.</p> <p>- Major compliance -</p>	<p>The Group policy of "Zero open burning" is enforced since July 2008. The operating units adhered to the policy of "Zero open burning" for any replanting. Interviews with the workers there is no open burning being practiced in the estates. Both estates had replanting program spanned over the forthcoming years. UPB practiced zero burning as per the policy in:</p> <p>a) Environment and Biodiversity Policy</p> <p>b) Replanting SOP - Under felling/clearing & land preparation</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>As advocated, the estates practiced zero burning. All palms were felled, shredded, windrow-ed and left to decompose.</p> <p>In the 2020, 2021 and 2022 replants visited during the audit in CU it was evident that all palms were felled, shredded, windrowed and left to decompose. Not sighted any fire been used for waste disposal.</p> <p>The estates adhered to the policy of "Zero open burning" for any replanting and for all other operations in the field and complex.</p>	
4.5.7.2	<p>A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop.</p> <p>- Major compliance -</p>	<p>Visit to the estates within estates confirmed that no previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop hence, no special approval been obtained so far. Hence this requirement is not applicable.</p>	Not Applicable
4.5.7.3	<p>Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.</p> <p>- Major compliance -</p>	<p>Since no special approval been obtained so far for burning, hence this requirement is not applicable.</p>	Not Applicable
4.5.7.4	<p>Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.</p> <p>- Minor compliance -</p>	<p>This is included in the specification of work orders in event of land preparation during a replanting. It is a standard practice in United Plantations Berhad. However, there are variations of practices between inland and coastal estates. Trunks are felled and chipped without having to shred and windrowed in certain conditions. Adjustment of work requirement are finalized from the directive of the replanting unit and the Region office.</p>	Complied
4.6 Principle 6: Best Practices			

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Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	<p>In United Plantations Berhad, SOPs for plantation were documented in:</p> <ol style="list-style-type: none"> 1. Field Management Manual 2. Standard Operating Procedure Engineering department 3. Standard working Procedure (S.O.P) 4. OSH Manual <p>United Plantations Berhad has updated the SOPs as follows:</p> <p>Mechanism to check consistent implementation of procedures is through internal audit by HRSS, field supervision by field staff, executive and managers.</p> <p>During a site visit to the tractor parking bay Jendarata Estate, it was observed that lubricants were stored in drinking bottles without proper labeling and in unsuitable containers. Interviews and document reviews revealed that there is no mechanism in place to ensure compliance with Safe Operating Procedures (SOP). According to SOP Section 5: Transporting, Receiving, Handling, Storage, and Disposal of Chemicals, Item 3, containers must be properly labelled, undamaged, and free from spills during handling.</p> <p>During the site visit to Jendarata Estate, one unattended empty lubricant container was found in field P21, and multiple paint containers were discovered in the field near the general store. Verification of the waste management plan indicated that contaminated containers should be disposed of as scheduled waste by a DOE-approved waste manager.</p>	Minor Non Conformance

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Criterion / Indicator		Assessment Findings	Compliance						
		Additionally, at Tanarata Estate's composting pit, non-biodegradable waste was found disposed of improperly. This contradicts the waste disposal method, which requires all non-biodegradable and recyclable items to be segregated and sent to a waste manager. Thus, the minor NC is raised.							
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	Based on Topographic Map of Jendarata Estate and Tanarata Estate, the estates are generally flat, 0 to 2 degree. The management strategy for planting on slopes between 9 to 25 degrees is addressed in the land preparation procedure (planting and replanting). The major method to minimise soil erosion was construction of terrace. Avoidance of bare soil was done through establishment of low cover crop.	Complied						
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	The estate has a visual reference system to identify each field or block. During site visit, each field has a field stone with block number/year of planting and hectarage.	Complied						
Criterion 4.6.2: Economic and financial viability plan									
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	<div>The management has formulated a comprehensive business management plan that outlines and allocates budgets for the long-term strategy. This plan encompasses various crucial components, including capital expenditure, operational expenditure, production expenditure, sustainability budget, employee budget, processing budget, and general charges. Sighted the evidence: Detail information on business management plan:</div> <table><tr><td>Criteria</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr></table>	Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Complied
Criteria	Description	Description							
Estate	Jendarata Estate	Tanarata Estate							

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Criterion / Indicator		Assessment Findings			Compliance
		Document	Production Statement May 2024	Production Statement Jun 2024	
		Planting Material	D x P	D x P	
		Crop Production (MT)	13,XXX.XX Mt	2,XXX.XX Mt	
		Yield Potential (MT/Ha)	2.XX Mt / Ha	0.XX Mt / Ha	
		Cost / Hectarage (RM/Ha)	RM6XX.XX / Ha	RM7XX.XX / Ha	
		Cost/ FFB (RM/MT)	RM2XX.XX /Ha	RM4XX.XX / Ha	
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	The management has established the replanting programmed for long term planning. The plan has included the size of area and year of planting. The activities of replanting were plan stage by stage it depends on land of hectarage. Sighted the evidence: Details information on replanting programmed plan:			Complied
		Criteria	Description	Description	
		Estate	Jendarata Estate	Tanarata Estate	
		Document	Production Statement May 2024	Production Statement Jun 2024	
		Planting Material	D x P	D x P	
		Crop Production (MT)	13,XXX.XX Mt	2,XXX.XX Mt	
		Yield Potential (MT/Ha)	2.XX Mt / Ha	0.XX Mt / Ha	
		Cost / Hectarage (RM/Ha)	RM6XX.XX / Ha	RM7XX.XX / Ha	
		Cost/ FFB (RM/MT)	RM2XX.XX /Ha	RM4XX.XX / Ha	

Criterion / Indicator		Assessment Findings		Compliance	
4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -	The management has formulated a comprehensive business management plan that outlines and allocates budgets for the long-term strategy. This plan encompasses various crucial components, including capital expenditure, operational expenditure, production expenditure, sustainability budget, employee budget, processing budget, and general charges. Sighted the evidence: Detail information on business management plan:		Complied	
		Criteria	Description		Description
		Estate	Jendarata Estate		Tanarata Estate
		Document	Production Statement May 2024		Production Statement Jun 2024
		Planting Material	D x P		D x P
		Crop Production (MT)	13,XXX.XX Mt		2,XXX.XX Mt
		Yield Potential (MT/Ha)	2.XX Mt / Ha		0.XX Mt / Ha
		Cost / Hectarage (RM/Ha)	RM6XX.XX / Ha		RM7XX.XX / Ha
		Cost/ FFB (RM/MT)	RM2XX.XX /Ha		RM4XX.XX / Ha
		4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -		The management has effectively monitored the business management plan with monthly basis. Where is the data for the estimated and actual are documented for monitoring purpose by monthly and yearly basis. Sighted the evidence: Details information on monitoring business management plan:
Criteria	Description			Description	
Estate	Jendarata Estate			Tanarata Estate	
Document 1	Summary Progress Report			Summary Progress Report	

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Criterion / Indicator		Assessment Findings			Compliance																					
		Document 2	Estate Accounts	Estate Accounts																						
		Document 3	Annual Report	Annual Report																						
Criterion 4.6.3: Transparent and fair price dealing																										
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The management has formalized a contract agreement between the estate and contractor. This comprehensive agreement outlines key elements such as the price mechanism, service quantity, service specifications, payment term as well as follow the terms and conditions. Sighted the evidence: Details information on contract agreement estate & contractor: <table><tr><td>Criteria</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Document</td><td>Contract Agreement</td><td>Contract Agreement</td></tr><tr><td>Date</td><td>01/01/2024</td><td>01/01/2023</td></tr><tr><td>Price Mechanism</td><td>Available as agreed</td><td>Available as agreed</td></tr><tr><td>Signed By</td><td>Estate & Contractor</td><td>Estate & Contractor</td></tr><tr><td>Job Task</td><td>FFB Transporter</td><td>Excavator Service</td></tr></table>			Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Document	Contract Agreement	Contract Agreement	Date	01/01/2024	01/01/2023	Price Mechanism	Available as agreed	Available as agreed	Signed By	Estate & Contractor	Estate & Contractor	Job Task	FFB Transporter	Excavator Service	Complied
Criteria	Description	Description																								
Estate	Jendarata Estate	Tanarata Estate																								
Document	Contract Agreement	Contract Agreement																								
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Price Mechanism	Available as agreed	Available as agreed																								
Signed By	Estate & Contractor	Estate & Contractor																								
Job Task	FFB Transporter	Excavator Service																								
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	The management has established contract agreement. The contract agreement was including specific on pricing, product quantity, quality standards, delivery schedules, payment timeline and any other relevant terms. The purpose of agreement is maintaining quality standards and meeting the expectations of both the parties. Sighted the evidence: Details information on contract agreement & payment: <table><tr><td>Criteria</td><td>Description</td><td>Description</td></tr><tr><td>Estate</td><td>Jendarata Estate</td><td>Tanarata Estate</td></tr><tr><td>Document</td><td>Contract Agreement</td><td>Contract Agreement</td></tr></table>			Criteria	Description	Description	Estate	Jendarata Estate	Tanarata Estate	Document	Contract Agreement	Contract Agreement	Complied												
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Criterion / Indicator		Assessment Findings			Compliance
		Date	01/01/2024	01/01/2023	
		Price Mechanism	Available as agreed	Available as agreed	
		Signed By	Estate & Contractor	Estate & Contractor	
		Job Task	FFB Transporter	Excavator Service	
Criterion 4.6.4: Contractor					
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	<p>Evident the contractor agreement between United Plantations Berhad and contractors. Stated in the agreement:</p> <p>The contractor shall:</p> <p>Clause (m): Comply with RSPO Supply Chain Standard and MSPO Supply Chain Certification System for handling RSPO/MSPO certified Crude Palm Oil</p> <p>Clause (o): Ensure the RSPO and MSPO certified oil shall be kept segregated from all other conventional oils throughout the journey.</p> <p>Clause (11): The contractor shall adhere to the attached UP's Company Policies as follow which are required under MSPO and RSPO certifications such as Human Rights Policy (e.g.: no child labor and trafficked labor and equal treatment), OSH policy, gender policy, valid employment contract for contractor workers, minimum wages order, etc.</p>			Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	<p>The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955. The contractor will submit the copy of their worker's payslip and employment documents for estates and mills reference.</p> <p>Stated in the agreement, Clause (11): The contractor shall adhere to the attached UP's Company Policies as follow which are required under</p>			Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>MSPO and RSPO certifications such as Human Rights Policy (e.g.: no child labor and trafficked labor and equal treatment), OSH policy, gender policy, valid employment contract for contractor workers, minimum wages order, etc.</p> <p>The samples as below:</p> <p>Jendarata Estate</p> <ol style="list-style-type: none"> 1. Evident contract agreement or Memorandum of Agreement made on 01/01/2024 between Jendarata Estate and Sxxxxxxxxxm A/L Nxxxxxxxxxu as the contractor and the agreement valid from 01/01/2024 to 31/12/2024. With Particular of work: Providing Lent Labor for General Field Work. The Lent Labour workers will be paid as and when required by the company based on Employment Act 1955 and Minimum Wages Order. That the contractor shall be paid RM17.00 per manday for lent labour applied (Basic wages, price bonus). <ul style="list-style-type: none"> - Evident the statement of account to Sxxxxxxxxxm A/I Nxxxxxxxxxu (Acc No: 105319) dated 30/06/2024. <p>Tanarata Estate</p> <ol style="list-style-type: none"> 1. Ms Rxxu Enterprise (Acc No: 05/05/20113 – A contract has been made on 01/01/2023 between Tanarata Estate and the contractor Ms Rxxu Enterprise (Reg: 1203847-D) – Schedule 1 (refer photo Pang Excavator). and valid for 5 years for the date commencement of the Agreement till 31/12/2028. The Contractor agrees to arrange for the use of their own vehicle, or to hire if any, to transport FFB and EFB from the Hirer's Palm Oil Estate and Palm Oil Mill to the destinations as stipulated by the hirer. All FFB must be delivered to Jendarata POM Ramp within 24 hours from the FFB was harvested. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The agrees transport rate for Fresh Fruit Bunches are as below:</p> <ul style="list-style-type: none"> - RM18 per mt of FFB to Transport from Tanarata Estate Div1 to Jendarata POM ramp. - RM20 per mt of FFB to Transport from Tanarata Estate Div2 to Jendarata POM ramp. - RM22 per mt of FFB to Transport from Tanarata Estate Div3 to Jendarata POM ramp. - Certificate of payment dated 30/06/2024 CP No: 21240064 to MS Ramu Enterprise Sdn Bhd for Hiring of Lorry – FFB Transport for the period 01/06/2024 to 30/06/2024. <p>2. SX Hxxx Exxxxxxxxxe (Acc No: 05/06/02919) – A contract has been made on 01/01/2024 between Tanarata Estate and the contractor SX Hxxx Exxxxxxxxxe (Reg: TR02333061-M) – Schedule 1. and valid for 1 year 01/01/2024 till 31/12/2028.</p> <ul style="list-style-type: none"> - Certificate of payment dated 30/06/2024 CP No: 21240059 to SX Hxxx Exxxxxxxxxe for Hire of Excavator for the period 01/06/2024 to 30/06/2024. <p>The rates included in the agreement.</p>	
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	Stated in the agreement that the contractors are subject to any audits including verifications by the appointed third-party assurance body.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted.	All works performed at the estates are checked and verified by the management before any payment is approved. The records of performance evaluation were made available for verification.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
- Major compliance -			
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
Criterion 4.7.2: Peat Land			
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			

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Criterion / Indicator		Assessment Findings	Compliance
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
	other infrastructure. - Major compliance -		
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	Not Applicable, as there are no new planting in the Jendarata Estate and Tanarata Estate.	Not Applicable

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

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	United Plantations Berhad has established a MSPO policy committing to implement on sustainability signed by Chief Executive Director, Dato' Carl Bek-Nielsen, on 29/03/2018.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	The established policy has emphasized on the commitment to continual improvement with the objective of improving the milling operation with adherence to key principles as following: <ul style="list-style-type: none"> • Management Commitment and Responsibility • Transparency • Compliance to Legal Requirements • Social Responsibility, Health, Safety and Employment Condition • Environment, Natural Resources, Biodiversity and Ecosystem • Services. • Best Practices • Development of New Plantings 	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.	Internal audit procedure has been established. Refer Internal Audit Procedure, dated 15/02/2019, revision 1.0 Annual audit schedule for 2024 was made available for review. Jendarata POM and its supply bases was scheduled to have the internal audit in February 2024.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	MSPO internal audit was carried out on 22/02/2024 from HRSS department. There are 9 non compliances raised during the audit. Root cause analysis, correction and corrective action record was available for verification.	
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Internal audit procedure has been established. Refer Internal Audit Procedure, dated 15/02/2019, revision 1.0 Annual audit schedule for 2024 was made available for review. Jendarata POM and its supply bases was scheduled to have the internal audit in February 2024. MSPO internal audit was carried out on 22/02/2024 from HRSS department. There are 9 non compliances raised during the audit. Root cause analysis, correction and corrective action record was available for verification.	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Internal audit report and verification report dated 01/03/2024 was made available to the management for review.	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Management review meeting has been conducted to review the continuous suitability, adequacy, and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. Refer Management Review Meeting dated 23/05/2024. The management review had included internal and external sustainable palm oil audit results review. The status of the correction and preventive actions are being discuss and reviewed. Among the agenda in the meeting were: 1. Applicable laws and regulations – Tracking of laws 2. Business Plan – Annual Budget 3. Environment Impacts Assessment (EIA)	Complied

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Criterion / Indicator		Assessment Findings	Compliance						
		<div>4. Fossil energy used – diesel use, Renewable energy – Biogas</div> <div>5. Schedule waste management</div> <div>6. Social Impacts Assessment (SIA)</div> <div>7. Stakeholders’ communication and consultation</div> <div>8. Internal audits findings (MSPO, RSPO, SCCS)</div> <div>9. External Audits (MSPO, RSPO, SCCS)</div> <div>10. Customer feedback</div> <div>11. Process performance and product conformity</div> <div>12. Status of corrections and corrective actions</div> <div>13. Follow up actions from previous management review</div> <div>14. Changes that could affect the management system</div> <div>15. Recommendation for improvement.</div>							
Criterion 4.1.4 – Continual Improvement									
4.1.4.1	<div>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</div> <div>- Major compliance -</div>	<div>The management has established the continual improvement plan. The plan has included the issues on the social and environment impact to the company. The improvement plan is allocated the recommendation, action plan and deadline for completion the action plan. Sighted the evidence:</div> <div>Details information on continuous improvement on social:</div> <table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>Year 2023 – 2024</td></tr><tr><td>Action Plan & Status</td><td>Continuous monitoring on the pipe leakages at housing quarters – On Going Continuous educate workers on the water saving conservation – On Going</td></tr></table>	Document	Continuous Improvement Plan	Date	Year 2023 – 2024	Action Plan & Status	Continuous monitoring on the pipe leakages at housing quarters – On Going Continuous educate workers on the water saving conservation – On Going	Complied
Document	Continuous Improvement Plan								
Date	Year 2023 – 2024								
Action Plan & Status	Continuous monitoring on the pipe leakages at housing quarters – On Going Continuous educate workers on the water saving conservation – On Going								

Criterion / Indicator		Assessment Findings		Compliance						
		Details information on continuous improvement on environment: <table><tr><td>Document</td><td>Continuous Improvement Plan</td></tr><tr><td>Date</td><td>Year 2023 – 2024</td></tr><tr><td>Action Plan & Status</td><td>To maintain the POME discharge as set parameter by DOE – On Going To use fully land application of POME discharge – On going To maintain the dust emission as set parameter by DOE – On Going</td></tr></table>		Document	Continuous Improvement Plan	Date	Year 2023 – 2024	Action Plan & Status	To maintain the POME discharge as set parameter by DOE – On Going To use fully land application of POME discharge – On going To maintain the dust emission as set parameter by DOE – On Going	
Document	Continuous Improvement Plan									
Date	Year 2023 – 2024									
Action Plan & Status	To maintain the POME discharge as set parameter by DOE – On Going To use fully land application of POME discharge – On going To maintain the dust emission as set parameter by DOE – On Going									
4.1.4.2	The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce. - Major compliance -	The management has established the system that improve line operation with new information and technology. The management also has arranged for training and briefing conducted for implementation for any new information and technology that feasible for the company adoption. The most recent programmed conducted by the management to the workers was regarding new technology. Details information on the new system, technology or technique: <table><tr><td>Biogas Plant</td><td>To reduce the GHG emission as commitment in ESG Goal</td></tr><tr><td>Screw Press</td><td>Using the material of stainless steel for improvement of running hours & maintenance</td></tr><tr><td>Gas Engine</td><td>To convert methane gas as generate the electricity to reduce the TNB consumption</td></tr></table>		Biogas Plant	To reduce the GHG emission as commitment in ESG Goal	Screw Press	Using the material of stainless steel for improvement of running hours & maintenance	Gas Engine	To convert methane gas as generate the electricity to reduce the TNB consumption	Complied
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4.2 Principle 2: Transparency										
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements										

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Criterion / Indicator		Assessment Findings	Compliance
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. - Major compliance -	United Plantations Berhad uses the company web page (https://unitedplantations.com/sustainability/) to communicate public information relevant to sustainable practice to the stakeholders. Information on sustainability among others as listed below: 1. Company commitments 2. Certifications/ policies/ employee 3. Environment, community and marketplace was available on the website. In addition, the management is committed in communicating adequate information to the stakeholders via session in the stakeholders meeting. Details as shown in 4.2.2.3. Records of attendance and minutes was sighted and verified.	Complied
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	United Plantations Berhad publishes information via various means as indicated below: 1. Website www.unitedplantations.com 2. Notice boards 3. Annual report/ Brochure 4. Approach to the management A Policy has established on "Documents That Can Be Publicly Made Available" signed by the Chief Executive Director dated 11/01/2014 stating that the company is committed to transparency. The documents which are the publicly available on request among others as listed below: 1. Land titles/ user rights 2. Occupational health and safety plans/ policies 3. Plans and impacts assessments of environment/ social	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		4. HCV documentations 5. Pollution prevention and reduction plans 6. Complaints & grievances/ Negotiation procedures 7. Continual improvement plans 8. Public summary of certification assessment report	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	United Plantations Berhad has established a procedure titled "Standard of Procedure – Stakeholder Engagement dated 09/04/2021. Therein describing details in relation to: 1. Responsibility 2. Procedure for internal communication <ul style="list-style-type: none"> - Weekly/ monthly assembly - Internal circular/ memo - Notice board - MSPO meeting - Employer to employee's suggestion box - Employee's representative 3. External communication <ul style="list-style-type: none"> - Contact no of important department - Display at prominent places. In addition, there was also a Grievance Redressal Procedure for consultation and communication with relevant stakeholders documented in the Handbook for Employees and Stakeholders.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>3. The handbooks are handed and briefed to the workers and stakeholders during workers induction and stakeholders' consultation meetings.</p> <p>4. The procedure was also displayed in the company website.</p> <p>The procedure stated the steps and timeframe adapted by the management to manage issues raised by the internal and external stakeholders. The document was sighted and verified. The procedure has been communicated during stakeholder meeting.</p> <p>The Annual Stakeholders Dialogue Session for Jendarata Estate, Jendarata Engineering Department, Sri Pelangi Estate and Tanarata Estate has been conducted on 24/04/2024 attended by mill and estates management and employees, Ixxxxn Sxxxh Enterprise, Wxxg Jxe Hxp Hardware Sdn Bhd, SJK (T) Lxxxxg Jxxxxxxxa 2, Kxxxxxn Rxxxxxy, SJK (T) Lxxxxg Jxxxxxxxa 3, SJK (T) Lxxxxg Axxxa Bxxxxm, Di Axxxa Bxxxxm, X and X Enterprise, Malaysian Nxxxxo Sxxxxxy (MNS), Lxxxxg MXXXXS, etc.</p>	
4.2.2.2	<p>The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i>.</p> <p>- Minor compliance -</p>	Evident the Appointment Letter as Officer-In charge of RSPO and MSPO P&C at Operating unit for Ir. Renganathan A/I Velayutham, Group Engineer (Downstream), c/o Jendarata Engineering Department.	Complied
4.2.2.3	<p>A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained.</p> <p>- Major compliance -</p>	All relevant stakeholders have been listed in the Jendarata Engineering Department Stakeholder List reviewed dated 13/02/2024 comprises of 41 stakeholders. The list of stakeholders was categorized under Government Agencies, Non-Governmental Organization (NGO), Service Providers/ Contractors/ Suppliers, Neighbouring Community/ Plantations/ Smallholders, Estate Community/ Estate Representatives.	Complied

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Criterion / Indicator		Assessment Findings	Compliance														
		No issues from external stakeholder, everything has been discussed in the stakeholders meeting.															
Criterion 4.2.3 – Traceability																	
4.2.3.1	<p>The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability.</p> <p>- Major compliance -</p>	<p>The management has established the standard operating procedure for the traceability of production delivery from the mill to refinery. Refer on the procedure it was describe a flowchart the process of production and document records need for monitoring purpose. Sighted the evidence:</p> <p>Details information on procedure of traceability main production:</p> <table><tr><td>Document</td><td>Standard Operating Procedure Traceability</td></tr><tr><td>Date</td><td>15/02/2019</td></tr><tr><td>Revision</td><td>01</td></tr></table>	Document	Standard Operating Procedure Traceability	Date	15/02/2019	Revision	01	Complied								
Document	Standard Operating Procedure Traceability																
Date	15/02/2019																
Revision	01																
4.2.3.2	<p>The management shall conduct regular inspections on compliance with the established traceability system.</p> <p>- Major compliance -</p>	<p>The management has conducted regular inspection to ensure compliance with the traceability system. The staff diligently entered all pertinent data into the system, which was subsequently verified by the executive at the close of each day. This verification process included a thorough review of the weighbridge records for the product dispatch. Sighted the evidence:</p> <p>Details information on the inspection of traceability CPO:</p> <table><tr><td>Document</td><td>CPO Dispatch</td></tr><tr><td>Date</td><td>25/02/2024</td></tr><tr><td>Seller</td><td>Jendarata Palm Oil Mill</td></tr><tr><td>Buyer</td><td>Unitata Refinery</td></tr><tr><td>Initial Reading</td><td>118,250 Kg</td></tr><tr><td>Final Reading</td><td>9,850 Kg</td></tr><tr><td>Total Volume</td><td>108.400 Kg</td></tr></table>	Document	CPO Dispatch	Date	25/02/2024	Seller	Jendarata Palm Oil Mill	Buyer	Unitata Refinery	Initial Reading	118,250 Kg	Final Reading	9,850 Kg	Total Volume	108.400 Kg	Complied
Document	CPO Dispatch																
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Criterion / Indicator		Assessment Findings	Compliance												
		<div>Details information on the inspection of traceability PK:</div> <table><tr><td>Document</td><td>Weighbridge Ticket</td></tr><tr><td>Date</td><td>20/02/2024</td></tr><tr><td>Seller</td><td>Jendarata Palm Oil Mill</td></tr><tr><td>Buyer</td><td>United Fleet Palm (UFP)</td></tr><tr><td>Transportation</td><td>MDB 9182</td></tr><tr><td>Nett Weight</td><td>23,840 Kg</td></tr></table>	Document	Weighbridge Ticket	Date	20/02/2024	Seller	Jendarata Palm Oil Mill	Buyer	United Fleet Palm (UFP)	Transportation	MDB 9182	Nett Weight	23,840 Kg	
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Transportation	MDB 9182														
Nett Weight	23,840 Kg														
4.2.3.3	<div>The management shall identify and assign suitable employees to implement and maintain the traceability system.</div> <div>- Minor compliance -</div>	<div>The management has designated a dedicated Person In-Charge specifically tasked with overseeing traceability requirements, with the purpose of monitoring and updating the traceability system and records for the data information of main production. This appointment underscores the organization's commitment to maintaining accurate and reliable traceability practices. Sighted the evidence:</div> <div>Details information on the appointment letter PIC traceability:</div> <table><tr><td>Document</td><td>Appointment Letter PIC</td></tr><tr><td>Date</td><td>13/02/2019</td></tr><tr><td>Signed By</td><td>Chief Executive Director</td></tr></table>	Document	Appointment Letter PIC	Date	13/02/2019	Signed By	Chief Executive Director	Complied						
Document	Appointment Letter PIC														
Date	13/02/2019														
Signed By	Chief Executive Director														
4.2.3.4	<div>Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained.</div> <div>- Major compliance -</div>	<div>The management has conducted regular inspection to ensure compliance with the traceability system. The staff diligently entered all pertinent data into the system, which was subsequently verified by the executive at the close of each day. This verification process included a thorough review of the weighbridge records for the product dispatch.</div> <div>Details information on the inspection of traceability of CPO:</div> <table><tr><td>Document</td><td>CPO Dispatch</td></tr><tr><td>Date</td><td>25/02/2024</td></tr><tr><td>Seller</td><td>Jendarata Palm Oil Mill</td></tr><tr><td>Buyer</td><td>Unitata Refinery</td></tr></table>	Document	CPO Dispatch	Date	25/02/2024	Seller	Jendarata Palm Oil Mill	Buyer	Unitata Refinery	Complied				
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Criterion / Indicator		Assessment Findings		Compliance																		
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4.3 Principle 3: Compliance to legal requirements																						
Criterion 4.3.1 – Regulatory requirements																						
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	Jendarata POM continued to comply with local, state, national and ratified international laws and regulations. Related permits and licenses were made available and valid as the time of assessment. Sampled of licenses and permit checked: 1. MPOB Licence #508108704000 valid from 01/04/2024 to 31/03/2025 2. SPAN Licence #LK/3/22/00646 valid from 15/06/2022 until 14/06/2025 3. Boiler #PKPMD240 valid until 06/12/2024 4. DOE License No: 006288 expiry date; 30/06/2025 – Compliance Schedule – JAS.ATI.600-3/1/97 5. JTK – Conditional approval to use the private water supply – Serial No: 2022/0008 dated 09/02/2022.		Complied																		

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Criterion / Indicator		Assessment Findings	Compliance
		6. Permit Kawalan Barang Berjadual – Permit No: PBKB/2023/P/A-000014 – Expiry date 17/01/2026.	
4.3.1.2	The management shall list all relevant laws related to their operations in a legal requirements register. - Major compliance -	Jendarata POM continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the operation. Each office of the operating unit (mill and estate) has its own legal requirements register (LRR) and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA Act, Employment Act, Workers' Minimum Standard of Housing and Amenities Act. Latest review conducted on 09/07/2024.	Complied
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	Jendarata POM continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the operation. Each office of the operating unit (mill and estate) has its own legal requirements register (LRR) and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA Act, Employment Act, Workers' Minimum Standard of Housing and Amenities Act. Latest review conducted on 09/07/2024.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	The officer-in-charge for mill is Mr Ir Renganathan A/L Velayutham (Group Engineer) as per appointment letter dated 01/09/2023 who is responsible to commit and implement the sustainability concepts outline in MSPO P&Cs, MSPO SCCS, RSPO P&Cs, and RSPO SCCS.	Complied
Criterion 4.3.2 – Lands use rights			

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Criterion / Indicator		Assessment Findings	Compliance
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	United Plantations Berhad have legal land titles of all estates within Jendarata Business Unit. There is no evidence that the oil palm cultivation activities diminish land use rights of other users. Documents showing legal ownership i.e. land title available as Jendarata POM (Jendarata Engineering Department) located within Jendarata Estate land area as per Land Title # HSD XXXXX; District: Hilir Perak; Sub-district: Mukim Hutan Melintang; Lot # PT XXXX; Area: 416.6 ha.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Documents showing legal ownership i.e. land title provided by management as Jendarata POM (Jendarata Engineering Department) located within Jendarata Estate land area as per Land Title # HSD XXXXX; District: Hilir Perak; Sub-district: Mukim Hutan Melintang; Lot # PT XXXX; Area: 416.6 ha.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Fencing parameters established around the mill building complex to separate the management boundary of estate and the mill. The housing and other recreational facilities are located within the same vicinity for ease of employees' management.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There has been no land dispute lodged by any stakeholders in Jendarata POM since last audit. In case of any land dispute, the Standard Operating Procedure for Land Dispute Settlement as per Free Prior & Informed Consent (FPIC) is documented the process in handling land dispute settlement.	Not Applicable
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	There is no evidence that the land on which the Mill is situated is encumbered by customary rights.	Not applicable

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	Evident the land title (Borang 5BK & Borang B2) No Hak Milik: 9xxx1/1xxx3, Negeri: Perak, Daerah: Hilir Perak, Bandar/Pekan/Mukim: Mukim Hutan Melintang, No. Lot: Lot 1xxx5/5xx5, Luas Lot: 416.6 Hektar, 'Kategori Penggunaan Tanah: Pertanian', File No: PTG.PK.33/4-1019(A) registered on 26/20/2007, with 'syarat-syarat nyata: tanaman komersial – Kelapa sawit' Quit Rent – Bil Cukai Tanah dan Parit / Tali Air, daerah: 13 – Bagan Datuk, 2024, print date: 28/05/2024 for United Plantations Bhd, Jendarata Estate, 36009 Teluk Intan, Perak for lot 12065 for 461.6 ha and full payment have been made.	
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	There is no evidence that the land on which the Mill is situated is encumbered by customary rights.	Not applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	There is no evidence that the land on which the Mill is situated is encumbered by customary rights.	Not applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	Group review on Social Impact Assessment (SIA), Environment Impacts Assessment (EIA), hazard Identification, Risk Assessment & Risk Control (HIRARC) dated 11/7/2018 for United Plantations Berhad. The latest Social and Environmental Impact Assessment (SEIA) for Internal Stakeholder – As survey and study had been carried out on 18/05/2024 on 16 respondents which were randomly picked from the employees in Jendarata Engineering Department. The purpose of this	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>study is to measure and to understand both positive and negative social impacts of the estate operations towards the workplace. The social impact study will be reviewed annually during management review. The graphical representation based on workers categories: gender: 19% female and 81% male, nationality 25% Indian, 19% Indonesia, 19% Bangladeshi 37% Malaysian. A total 16 sets questionnaires which are divided into:</p> <ol style="list-style-type: none"> 1. Housing and Amenities <ul style="list-style-type: none"> - Positive – utilities provided, management response towards housing and amenities issue, road conditions, awareness on road maintenance. 2. Occupational Safety and Health <ul style="list-style-type: none"> - Positive – PPE, work safety, equipment provided, medical facilities, awareness on SOCSO, C19 preventive. 3. Environmental Pollution <ul style="list-style-type: none"> - Positive – pollution caused by operations, effect of sound from operation, domestic waste collection and disposal, quality of waterways, smells and strong Odor from operations, environmental impact, awareness on management climate change initiatives, 4. Religious and Educational Amenities <ul style="list-style-type: none"> - Positive – religious amenities, school going children. 5. Code of conduct <ul style="list-style-type: none"> - Positive - awareness on compliance to the Malaysian anti-corruption MACC Act 6. Other <ul style="list-style-type: none"> - Positive - awareness on company sustainability policies. 	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Latest Social and Environment Impact Assessment (SEIA) for External Stakeholders – a survey and study has been carried out on 24/04/2024 on 6 respondents who responded to the questionnaire provided by UPB. The purpose of this study is to measure and to understand both positive and negative social impacts of the estate operations towards the surrounding stakeholders. The graphical representation based on respondents' categories: gender: 22% female and 78% male, Stakeholder: NGO 11%, Gov Agencies 56% and contractor/supplier 33%. A total 6 sets questionnaires which are divided into:</p> <ol style="list-style-type: none"> 1. Preventive measures for C19 <ul style="list-style-type: none"> - Positive – suggestions/ requests/ complaints based on UP's operations. 2. Environmental pollution <ul style="list-style-type: none"> - Positive – environmental impacts caused by Estate and Mill operations. 3. Religious and educations 4. Code of conduct 5. Human rights <ul style="list-style-type: none"> - Positive - awareness on management initiatives in human rights 6. Other <ul style="list-style-type: none"> - Positive environmental impacts caused by estates and or mill operations. 	
Criterion 4.4.2: Complaints and grievances			

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Criterion / Indicator		Assessment Findings	Compliance
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented. - Major compliance -	The management has established the Grievance Redressal Procedure for Internal and External Stakeholder. The company Secretary of United Plantations Berhad will be responsible for the handling enquires and grievances against the Company. The stakeholder may lodge any enquires/grievances to the respective Estate or Palm Oil Mill Manager or direct to the Company Secretary	Complied
4.4.2.2	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. - Major compliance -	<p>The system to resolve the disputes or grievances has been outline in the Grievance Redressal Procedure and the summary as below:</p> <p>1. Internal Stakeholder</p> <ul style="list-style-type: none"> - Step 1 – within 7 working days of a grievance arising, the employee concerned shall raise the grievance with supervisory staff and shall be given opportunity to be accompanied by not more than two members of the NUPW estate or mill committee/ Foreign Worker Welfare Committee/employee itself. - Step 2 – If not settled within a further 7 working days, the NUPW estate or mill committee shall make formal representation to the estate or mill in writing. On receipt on NUPW'S letter, the estate or mill, will offer arrangement for a meeting between management representative and NUPW representatives not more than two members. The meeting shall be held within 7 working days of letter received. - Step 3 – If remains unsettled, the grievance shall then be discussed between the management & representative and NUPW representative and employee himself within a further period of 10 working days. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Step 4 – If the matter still remains unsettled, is shall then be dealt with under the provision of the Industrial Relations Act, 1976 or the Employment Act, 1955. <p>2. External Stakeholder</p> <ul style="list-style-type: none"> - Grievance received from stakeholder by the estate or mill management/head of department/company secretary, - Then, the grievance formally recorded and settled as soon as possible, - Then, if the matter remains unsettled at the estate or mill level, the estate or mill manager to forward to the company secretary, - Then, grievance acknowledge by letter within 7 working days to stakeholder and estate or mill manager, - Then, grievance presented to United Plantations Berhad Executive Committee to be reviewed, - Then, action taken to be taken is recorded and stakeholder informed, - Then, progress reviewed by United Plantations Berhad Executive until resolution, - Then, outcome of the resolution is documented, and the stakeholder informed officially by company secretary, - Should the outcome not be resolved to mutual satisfaction of the stakeholder and United Plantations Berhad, it shall be dealt under the provisions of the Malaysian Legal Appeals Procedure and stakeholder informed accordingly. 	

Criterion / Indicator		Assessment Findings	Compliance
		<p>The procedure was documented in the Handbook for Employees and Stakeholders. Evident also the slide presentation briefed to employees on the flow of the Grievance procedure (report to mandore>field supervisor>clerk/assistant manager>manager>HRSS>EXCOM>Labour Department) and telephone number for guest or foreign worker under HRSS:</p> <ol style="list-style-type: none"> 1. Bangladesh - +6013-8334101 2. India - +6019-2573699 3. Indonesia - +6013-8684101 <p>Housing repairs records year 2024:</p> <ol style="list-style-type: none"> 1. Internal request record – date 7.3.2024 – request for Sri Mxxa Mxxxxxxxa Temple – A. Subramaniam to Group Engineer, Jendarata Estate to repair or request for painting for ceiling and wall and fencing damage to change new or repaint. Approval received on 07/03/2024 to arrange accordingly. 2. Request & Response: stakeholders: Pxxxm – staff quarters – kindly check & repair to change ceiling, rain gutter and toilet door dated 03/04/2024 and the work has completed on 26/042024. 3. Request & response: Jxxxxxxn – House no 18 Taman Lindquist kindly check & repair kitchen sink pipe water doesn't come. Bedroom door can't lock date report 16/04/2024 and work has been completed on 24/04/2024. 	
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints.</p> <p>- Minor compliance -</p>	<p>The stakeholder's logbook form is made available in the office. The workers or stakeholders may request the form from the office personnel when needed. In case the complainant would want to make an anonymity, they can email to the company secretary. This</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance		
		information is available in United Plantations Berhad website and suggestion box in the office.			
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	The Grievance Redressal Procedure for consultation and communication with relevant stakeholders was documented in the Handbook for Employees and Stakeholders. 1. The handbooks are handed and briefed to the workers and stakeholders during workers induction and stakeholders' consultation meetings. 2. The procedure was also available in the company website. The company policies, RSPO and MSPO certification requirements have been communicated to all stakeholders as stated in the minutes meeting Stakeholders Dialogue Session with United Plantations Berhad dated 24/04/2024. The company policy training has been conducted on 22/03/2024 for workers (workshop, shift b and boiler) with total participants 27, 44, 8 = 79 participants. The training given by HA. Evident also the training evaluation form related to the training on the same day.	Complied		
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	Evident the complaint records for the past 24 months in stakeholder's logbook, government visit logbook and communication letter of request were available during audit.	Complied		
Criterion 4.4.3: Commitment to contribute to local sustainable development					
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of	Evident the Social Commitment of the Group for the year 2023 in the Annual Report: <table><tr><td>Contributions 2023</td><td>(RM)</td></tr></table>	Contributions 2023	(RM)	Complied
Contributions 2023	(RM)				

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Criterion / Indicator		Assessment Findings		Compliance																				
	plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	<table><tr><td>Hospital & Medicine for Employees, Dependents & Nearby Communities</td><td>4,371,488</td></tr><tr><td>Education Benevolent Fund *</td><td>1,025,283</td></tr><tr><td>Education, Welfare, Scholarships & Other</td><td>280,754</td></tr><tr><td>Bus Subsidy for School Children</td><td>211,065</td></tr><tr><td>External Donations</td><td>748,563</td></tr><tr><td>New Infrastructure-Road, TNB and water supply for domestic use</td><td>289,462</td></tr><tr><td>Employee Housing</td><td>7,793,775</td></tr><tr><td>Infrastructure Projects, Buildings, Community Halls, Places of Worship</td><td>2,309,937</td></tr><tr><td>Provision of Social Amenities</td><td>5,463,124</td></tr><tr><td>Total</td><td>22,493,451</td></tr></table> <p>The above payments are in addition to the regulatory contributions by the Group to the Employees’ Provident Fund, Social Security Contributions, and other benefits.</p>	Hospital & Medicine for Employees, Dependents & Nearby Communities	4,371,488	Education Benevolent Fund *	1,025,283	Education, Welfare, Scholarships & Other	280,754	Bus Subsidy for School Children	211,065	External Donations	748,563	New Infrastructure-Road, TNB and water supply for domestic use	289,462	Employee Housing	7,793,775	Infrastructure Projects, Buildings, Community Halls, Places of Worship	2,309,937	Provision of Social Amenities	5,463,124	Total	22,493,451		
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Criterion 4.4.4: Employees safety and health																								
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. - Major compliance -	<p>The management has established an occupational safety and health policy. The policy has effectively communicated and implemented. Sighted the policy has display at notice board to give information to all employee and stakeholder. Sighted the evidence:</p> <table><tr><td>Document</td><td>Occupational Safety & Health Policy</td></tr><tr><td>Date</td><td>08/03/2021</td></tr><tr><td>Signed By</td><td>Chief Executive Officer</td></tr></table> <p>The management also has done training on safety policy through morning master briefing and training section. Sighted the evidence:</p>	Document	Occupational Safety & Health Policy	Date	08/03/2021	Signed By	Chief Executive Officer		Complied														
Document	Occupational Safety & Health Policy																							
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Criterion / Indicator		Assessment Findings		Compliance													
		<table><tr><td>Document</td><td>Training Record – Policy Training</td></tr><tr><td>Date</td><td>22/03/2024</td></tr></table> <p>Refer on the attendance record the training has conducted by internal team which is delivered to all employee. It was involved all staffs and workers from various department.</p>	Document	Training Record – Policy Training	Date	22/03/2024											
Document	Training Record – Policy Training																
Date	22/03/2024																
4.4.4.2	<p>The occupational safety and health plan should cover the following:</p> <p>a) A safety and health policy, which is communicated and implemented.</p> <p>b) The risk of all operations shall be assessed and documented.</p> <p>c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill:</p> <p>i. All employees involved are adequately trained on safe working practices;</p> <p>ii. All precautions attached to products should be properly observed and applied;</p> <p>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p>	<p>a) The management has established an occupational safety and health policy. The policy has effectively communicated and implemented. Sighted the policy has display at notice board to give information to all employee and stakeholder. Sighted the evidence:</p> <table><tr><td>Document</td><td>Occupational Safety & Health Policy</td></tr><tr><td>Date</td><td>08/03/2021</td></tr><tr><td>Signed By</td><td>Chief Executive Officer</td></tr><tr><td>Policy Training</td><td>22/03/2024</td></tr></table> <p>b) The management has established the risk for the operation. All the risk assessment has documented and monitored. Sighted the evidence:</p> <table><tr><td>Assessment</td><td>Description</td></tr><tr><td>HIRARC</td><td>HIRARC has established on 14/02/2024 and it was documented. Next review will be on 14/02/2027. The HIRARC was done assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified and risk control are measured.</td></tr><tr><td>CHRA</td><td>CHRA Report (Chemical Health Risk Assessment) has been established by certified assessor with reference HQ/13/ASS/00/316-2022/3/081 and dated 29/05/2025. The</td></tr></table>	Document	Occupational Safety & Health Policy	Date	08/03/2021	Signed By	Chief Executive Officer	Policy Training	22/03/2024	Assessment	Description	HIRARC	HIRARC has established on 14/02/2024 and it was documented. Next review will be on 14/02/2027. The HIRARC was done assessment to all station in the mill such as processing area, store and facilities area. All type of hazard was identified and risk control are measured.	CHRA	CHRA Report (Chemical Health Risk Assessment) has been established by certified assessor with reference HQ/13/ASS/00/316-2022/3/081 and dated 29/05/2025. The	Complied
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Criterion / Indicator		Assessment Findings		Compliance
	f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements.		assessment was done at 4 work unit that exposed with chemical.	
	g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept and the concerns of employees and any remedial actions taken shall be recorded.	Medical Surveillance	Medical Surveillance has been conducted for individuals exposed to chemical specifically workers at laboratory, workshop and store. The medical surveillance report, produced on 15/05/2024. The result all workers examined are fit to work.	
	h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.	NRA	Noise Risk Assessment (NRA) Report was established by certified assessor with reference HQ/22/PEB/00/00070-2023/014 and dated 17/04/2023. The assessment was done at area mill processing, boiler, engine room and biogas plant.	
	i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.	Audiometric Testing	The audiometric testing was done conducted on 13/05/2024. The total of numbers is 98 workers sending for the testing. From the report, it summary result Hearing Impairment (HI) is 0 person and Standard Threshold Shift (STS) is 0 person.	
	j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.	LEV Testing	The LEV testing was done conducted by certified assessor on 14/06/2024 with the reference HQ/18/JHII/00/00014-2024/028.	
	- Major compliance -	CEM Testing	The Chemical Exposure Monitoring (CEM) was done conducted on 14/06/2024 with the reference HQ/17/JHI/00/00012-2024/055. The 2-work unit has assessed for laboratory and workshop.	

Criterion / Indicator		Assessment Findings	Compliance																												
		<p>c) The management has been established annual training for the employee and it was prepared by Internal Team. Sighted the evidence:</p> <table><tr><td>Training Program</td><td>Description</td></tr><tr><td>Hearing Training</td><td>Done conducted: 13/06/2024</td></tr><tr><td>SOP Training</td><td>Done conducted: 20/02/2024</td></tr><tr><td>Fire Drill Training</td><td>Done conducted: 14/05/2024</td></tr><tr><td>ERP Training</td><td>Done conducted: 14/05/2024</td></tr><tr><td>PPE Training</td><td>Done conducted: 20/02/2024</td></tr><tr><td>Chemical Training</td><td>Done conducted: 20/06/2024</td></tr><tr><td>First Aider Training</td><td>Done conducted: 05/06/2024</td></tr></table> <p>During site visit at chemical store, it was observed that all chemical was labeling and SDS was provided and display information to public. Sighted the evidence:</p> <table><tr><td>Safety Data Sheet (SDS)</td><td>Available & Display</td></tr><tr><td>Procedure Handling Chemical</td><td>Available & Display</td></tr><tr><td>Labelling Chemical</td><td>Available & Display</td></tr></table> <p>d) Management has provided appropriate PPE to workers to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). Sighted the evidence:</p> <table><tr><td>Document</td><td>Description</td></tr><tr><td>Employee</td><td>Operator Process</td></tr><tr><td>PPE Received</td><td>Safety shoes, cotton gloves, earplug, safety helmet</td></tr></table> <p>e) The management has established standard operating procedure for handling of chemicals to ensure proper and safe handling and</p>	Training Program	Description	Hearing Training	Done conducted: 13/06/2024	SOP Training	Done conducted: 20/02/2024	Fire Drill Training	Done conducted: 14/05/2024	ERP Training	Done conducted: 14/05/2024	PPE Training	Done conducted: 20/02/2024	Chemical Training	Done conducted: 20/06/2024	First Aider Training	Done conducted: 05/06/2024	Safety Data Sheet (SDS)	Available & Display	Procedure Handling Chemical	Available & Display	Labelling Chemical	Available & Display	Document	Description	Employee	Operator Process	PPE Received	Safety shoes, cotton gloves, earplug, safety helmet	
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Criterion / Indicator		Assessment Findings	Compliance																		
		<p>storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health</p> <table><tr><td>Document</td><td>OSH Manual – Section 5: handling storage chemical</td></tr><tr><td>Date</td><td>June 2023</td></tr></table> <p>f) The management has appointed responsible person(s) for safety and health. Refer appointment letter, there is information of the roles and responsibilities of the appointed officer had clearly stated in the appointment letter. Sighted the evidence:</p> <table><tr><td>Document</td><td>Appointment Letter PIC</td></tr><tr><td>Date</td><td>01/09/2023</td></tr><tr><td>Position</td><td>Group Engineer</td></tr></table> <p>g) The management has conducted regular two-way communication with their employees during OSH Meeting with discussion on employee's health, safety and welfare. The safety meeting was conducted according to OSHA Requirement. Sighted the evidence:</p> <table><tr><td>Document</td><td>OSH Minutes Meeting</td></tr><tr><td>Date Meeting</td><td>Meeting 1: 28/03/2024 Meeting 2: 24/06/2024 Meeting 3: Plan on Sept 2024</td></tr></table> <p>h) The management has established accident and emergency procedures and the instructions clearly understood by all employees. Sighted document as below evidence:</p> <table><tr><td>Document</td><td>OSH Manual – Accident & Investigation Procedure</td></tr><tr><td>Date</td><td>20/02/2008</td></tr></table>	Document	OSH Manual – Section 5: handling storage chemical	Date	June 2023	Document	Appointment Letter PIC	Date	01/09/2023	Position	Group Engineer	Document	OSH Minutes Meeting	Date Meeting	Meeting 1: 28/03/2024 Meeting 2: 24/06/2024 Meeting 3: Plan on Sept 2024	Document	OSH Manual – Accident & Investigation Procedure	Date	20/02/2008	
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Date	20/02/2008																				

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Criterion / Indicator		Assessment Findings		Compliance								
		<table><tr><td>ERP Training to workers</td><td>Done conducted: 14/05/2024</td></tr></table>	ERP Training to workers	Done conducted: 14/05/2024								
ERP Training to workers	Done conducted: 14/05/2024											
		<p>i) First aider has been present at works station. The Latest training has been conducted as refer to attendance list. First aid box also was inspected during site visit and found contains with approved contents. Sighted the evidence:</p> <table><tr><td>First Aid Box (FAB)</td><td>Available at boiler room Available at Laboratory</td></tr><tr><td>Date Inspection</td><td>03/07/2024 done by Hospital Assistant (HA)</td></tr><tr><td>Observation</td><td>All the item in FAB updated.</td></tr></table>	First Aid Box (FAB)	Available at boiler room Available at Laboratory	Date Inspection	03/07/2024 done by Hospital Assistant (HA)	Observation	All the item in FAB updated.				
First Aid Box (FAB)	Available at boiler room Available at Laboratory											
Date Inspection	03/07/2024 done by Hospital Assistant (HA)											
Observation	All the item in FAB updated.											
		<p>j) The management has recorded and kept of all accidents, and it was reviewed periodically intervals by internal team. Sighted the evidence:</p> <table><tr><td>Document</td><td>JKKP 8 Submission</td></tr><tr><td>Date</td><td>26/01/2024</td></tr><tr><td>Reference</td><td>JKKP8/173624/2023</td></tr><tr><td>Accident</td><td>One (1)</td></tr></table> <p>Regarding on One (1) accident happened. The management has done internal investigation report and fill the JKKP 6 and JKKP 9 for the detail's information. At same time, the management has conducted immediately accident investigation meeting to discuss the prevention action and reviewed the SOP and HIRARC.</p>	Document	JKKP 8 Submission	Date	26/01/2024	Reference	JKKP8/173624/2023	Accident	One (1)		
Document	JKKP 8 Submission											
Date	26/01/2024											
Reference	JKKP8/173624/2023											
Accident	One (1)											
Criterion 4.4.5: Employment conditions												

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Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.1 The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>The management has established the Human Rights Policy signed by Chief Executive Director dated 09/03/2020.</p> <p>The United Plantations Berhad are committed to the protection and advancement of human rights including prohibiting retaliation, intimidation, and harassment against Human Rights Defenders (HRD), whistleblowers, complainants, and community spokespersons.</p> <p>The objectives are as follows:</p> <ol style="list-style-type: none"> 1. We adhere to the fundamental elements of International Labour Organization (ILO) Convention and the United Nations Declaration on Human Rights, the Rights of Indigenous Peoples and other core values as ratified by the countries in which we operate. 2. We ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. 3. We ensure equal opportunities provided to all personnel. The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality, or physical disability. 4. We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively. 5. We respect the rights of people in communities impacted by our activities. We will seek to identify adverse social and environmental impacts through their respective assessments and take appropriate steps to avoid, minimize and/or mitigate them. 6. We respect land tenure rights as well as recognize duties and responsibilities associated with tenure rights. 	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
		<p>7. We respect customary or native rights of indigenous and local communities, and we commit to Free, Prior and Informed Consent (FPIC) in all negotiations prior to commencing any new operations.</p> <p>8. We resolve all complaints and grievances through an open, transparent, and consultative process.</p> <p>9. We will not tolerate the use of child or forced labour, slavery, or human trafficking in any of our plantations and facilities. We are using the definition from United Nations Convention on the Rights of the Child which define 'child' as anyone who is less than 18 years old.</p> <p>10. We will strive to commit our employees, contractors, suppliers, trading partners, contracted security forces, associated local communities and stakeholders to adhere to this policy.</p> <p>The company policy training has been conducted on 22/03/2024 for workers (workshop, shift b and boiler) with total participants 27, 44, 8 = 79 participants. The training given by HA. Evident also the training evaluation form related to the training on the same day.</p>	
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>Stated in the Human Rights Policy objectives:</p> <ol style="list-style-type: none"> 1. We ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. 2. We ensure equal opportunities provided to all personnel. The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality, or physical disability. 3. We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Based on document review and interview with sampled employees there is no discrimination actions by the management in terms of race, color, sex, religion, political opinion, nationality, social origin, or any other distinguishing characteristics. All employees satisfied with fair treatment by the management.	
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>The management have paid their employees equally based on agreed Collective Agreement.</p> <p>The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955. The contractor will submit the copy of their worker's pay slip for estates and mills reference.</p> <p>Sighted the samples of employment contracts, pay slips, identification card, passport, permit, EPF and SOCSO employer contributions, overtime details, medical leaves and annual leaves from different nationalities, races, and genders. The samples of as below:</p> <ol style="list-style-type: none"> 1. Employee No: 304xx, May 2024 – Normal Day (ND) 26 days, Work Rest Day (WRD) – 2, Overtime on Normal Dat (OT ND) – 61 hours, Leave (L) -1, Rest Day (RD) -2 – Total RM2,619.61, deduction for advances, cooking oil, Electric, total RM193.35 2. Employee No: 304xx, May 2024 – ND 26 days, WRD – 1, L -1, OT ND – 42 hours, OT RD – 4 hours, RD -3 – Total RM 2,577.90, deduction for advances, cooking oil, Electric, NUPW Insurance total RM216.47 3. Employee No: 305xx, May 2024 – ND 26 days, Paid Leave – 1, OT – 56 hours, RD -4 – Total RM 2,546.05, deduction for cooking oil and electric total RM55.55 	Complied

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		<p>4. Employee No: 305xx, May 2024 – ND 26 days, WRD – 2, OT ND– 38 hours, OT RD-3 hours, L – 1, RD -2 – Total RM 2261.55, deduction for advance, cooking oil, NUPW Insurance and electric total RM144.90</p> <p>5. Employee No: 305xx, May 2024 – ND 25 days, WRD – 0, Paid Leave – 1, OT – 52 hours, RD -5 – Total RM 2422.74, deduction for electric total RM10.38</p> <p>6. Employee No: 100xx, May 2024 – ND 25 days, WRD – 1, OT– 16.50 hours, Leave – 1, RD - 3 – Total RM 1952.04, deduction for advance, cooking oil, NUPW Insurance and electric, etc total RM529.00,</p> <p>7. Employee No: 303xx, May 2024 – ND 26 days, WRD – 2, Paid Leave – 1, OT ND– 88 hours, OT RD-8 hours, RD -2 – Total RM 3504.78, deduction for cooking oil, NUPW Insurance and electric, etc total RM73.55</p>	
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>No direct or fulltime contractors' workers work in the mill except for few contractors engaged by the mill to deliver mechanical and civil works on occasional basis. Notwithstanding, the mill is ensuring their workers were paid in accordance with the industry minimum standards by obtaining pay slips including the evidence of SOCSO employer's contribution. Based on samples of pay slips, the employees of the contractors were found to be paid accordingly. Sample as per 4.4.5.3.</p>	Complied
4.4.5.5	<p>The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p>	<p>The management registered all their workers into Employee Master Details List.</p> <p>Review on the listing included workers' personal details such as full name, gender, date of birth, date join company, race, designation, and wages were available.</p>	Complied

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	- Major compliance -		
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>The management has established employment contract for all workers and contractors' workers. All the terms and conditions stated in the employment agreement were as per Labour Act 1955, latest MAPA/NUPW Agreement and Minimum Wage Order 2022 (amendment). Among the clause spell out in the contracts includes:</p> <ol style="list-style-type: none"> 1. Duration of the Contract of Employment 2. Wages 3. Working Hours 4. Rest Day 5. Public Holiday 6. Annual Leave/Vacation Leave 7. Levy 8. Medical and SOCSO Employment Injury Scheme 9. Deductions 10. Accommodation, Amenities and Transportation 11. Sick Leave 12. Renewal of Employee's work permit 13. Air Passage 14. Repatriation 15. Termination 16. Restriction and Termination of Service 17. Safekeeping of the Passport 18. Outstanding Wages 	Complied

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		<p>19. Medical Examination</p> <p>20. Tools</p> <p>21. Deceased Employee</p> <p>22. Grievance Redressal Procedure</p> <p>23. Unresolved Disputes</p> <p>24. Induction Course</p> <p>25. Time is an Essence</p> <p>26. Interpretation</p> <p>27. Understanding of job type</p> <p>28. Succession</p> <p>Also evident, the employment contract of the samples contractor workers that comprises the name, identification number, dates, salary, working day, working hour, termination of service, leaves, rules, and regulations.</p> <p>The employment contract was prepared in various languages based on the nationality such as Bahasa Malaysia, English, Tamil, Bengali and Nepali for better understanding. All the workers get the copy of their employment contract.</p>	
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers.</p> <p>- Major compliance -</p>	<p>All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between management and workers including compliance by contractor as per their Letter of Award.</p>	Complied

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4.4.5.8	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable. - Major compliance -	All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between management and workers including compliance by contractor as per their Letter of Award.	Complied
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	The documentation of pay and conditions of samples employees and contractor workers are available and meet the applicable laws such as Minimum Wages Order and Employment Act 1955. All the daily attendance and overtime work were recorded in the Daily attendance record and payroll system. Onsite interview and document review with sampled workers (as listed in 4.4.5.3) informed working time and break time is according to employment contract. Overtime offered to workers is voluntarily upon mutually agreement between management and workers including compliance by contractor as per their Letter of Award. During document review and interview with the sample's worker, all the workers satisfied with the salary payment, overtime, allowances, and deductions.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings. - Minor compliance -	Stated in the employment contract under Accommodation, Amenities and Transportation that: The company shall provide free accommodation for the duration of The Employee's term of service with The Company. Each house or unit shall be shared by 6 employees (3 bedroom) and by 4 employees (2 bedroom).	Complied

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		All workers are provided with free medical facilities located in estate, free housing facilities were provided to all the workers and their families including subsidised electricity and water (50gallons), mosque, temples, hall, playground, creche, school bus, allowances, bonuses, etc as sighted during the site visit. The houses are in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) in term of size and number occupant.	
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities. - Major compliance -	Stated in the employment contract under Accommodation, Amenities and Transportation that: The company shall provide free accommodation for the duration of The Employee's term of service with The Company. Each house or unit shall be shared by 6 employees (3 bedroom) and by 4 employees (2 bedroom). All workers are provided with free medical facilities located in estate, free housing facilities were provided to all the workers and their families including subsidised electricity and water (50gallons), mosque, temples, hall, playground, creche, school bus, allowances, bonuses, etc as sighted during the site visit. The houses are in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) in term of size and number occupant.	Complied
4.4.5.12	The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	The management has established the Gender Policy signed by Chief Executive Director dated 24/04/2015. The United Plantations Berhad are committed to maintaining a workplace free from harassment of any kind, including harassment based on an employee's race, colour, religion, gender, national origin, ancestry, disability, marital status and sexual orientation. In line with the policy, we shall:	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<ol style="list-style-type: none"> 1. Endeavour to prevent sexual harassment and all other forms of violence against women and workers in the workplace or in the course of an employee's work. 2. Adopt a specific complaints and grievance procedure and mechanism to address gender-based issues. 3. Encourage effective participation of women in decision-making by their representation as members of various committees, such as the Occupational Safety and Health Committee. 4. Establish a Gender Committee to implement and monitor the policy. 5. To protect the Reproductive Rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and labour laws. 6. We will communicate to our employees, contractors, and suppliers to adhere to the values of this policy. <p>The management also has established the Grievance and redressal for sexual harassment in the workplace in accordance with United Plantations Berhad sexual harassment & violence policy. Evident the Misconduct Report Form (Sexual Harassment & Violence).</p> <p>Any worker who has grievance related to sexual harassment or violence nature can obtain the complaint form from one of the sub-committee members in respective Estates/Departments and either complete it herself or request the assistance of the sub-committee member to fill it up. The complaint form is to be submitted to the respective Head of Department and copied to the Gender Committee.</p> <p>Evident the internal memorandum on Gender Committee for Engineering Dept, Jendarata dated 13/04/2024. The invitation on 16/04/2024. Evident the minutes meeting on 16/04/2024 and</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		<p>attended by 9 participants. Agenda: welcome the committee, chairman briefed on company policies including gender policy, environmental and biodiversity policy, human rights, MSPO policy, code of business conduct and the objective of gender committee.</p> <p>Based on the minutes there is no cases of sexual harassment and domestic violence has been reported since 2023 and has confirmed during consultation with the female workers and gender committee representatives.</p>	
4.4.5.13	<p>The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>Stated in the Human Rights Policy objectives: We respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively.</p> <p>Evident the Assessment of the nomination of Guest Workers representative - committee (Response)</p> <ol style="list-style-type: none"> 1. Time stamp 26/06/2024 Axxxxxh Bangladesh Nationality agreed for Kxxxr Hxxxxn has been elected as guest workers representative. 2. Time stamp 26/06/2024 Md Axxxxn Sxxxxh Bangladesh Nationality agreed for Kxxxr Hxxxxn has been elected as guest workers representative. 3. Time stamp 26/06/2024 Md Rxxxxd Axxx Bangladesh Nationality agreed for Kxxxr Hxxxxn has been elected as guest workers representative. 4. Time stamp 26/06/2024 Yxxi Indonesia Nationality agreed for Mxxxxh has been elected as guest workers representative. 5. Time stamp 26/06/2024 Sxxxxxn Indonesia Nationality agreed for Mxxxxh has been elected as guest workers representative. 	Complied

Criterion / Indicator		Assessment Findings	Compliance				
		<p>6. Time stamp 26/06/2024 Sxxxxn Hxxi Indonesia Nationality agreed for Mxxxxh has been elected as guest workers representative.</p> <p>Evident Minutes Meeting for Guest Workers Welfare Committee dated 30/04/2024 with attendance of chairman, secretary, 4 management rep and 2 Bangladeshi rep, 1 Nepalese rep, 2 Indonesian rep, 2 Indian rep and 1 NUPW rep. Evident the matters arising, and action taken such as CAPEX request for toilet construction near to weighbridge.</p> <p>Furthermore, during consultation with all the sample’s workers, the workers informed that the workers representative has been nominated by them and they have freedom to join union.</p>					
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. - Major compliance -	<p>Stated in the Human Rights Policy objectives: We will not tolerate the use of child or forced labour, slavery, or human trafficking in any of our plantations and facilities. We are using the definition from United Nations Convention on the Rights of the Child which define ‘child’ as anyone who is less than 18 years old.</p> <p>The management clearly not allow individual under the age of 18 years to work at the premise. As sighted in the list of workers there is no workers below 18 years old.</p>	Complied				
Criterion 4.4.6: Training and competency							
4.4.6.1	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. - Major compliance -	<p>The management has established a training programmed to the workers and the awareness training was done conducted to the employee from internal team. All record of training was documented. Sighted the evidence:</p> <p>Details information on the actual training programmed:</p> <table><tr><td>Document</td><td>Training Programmed</td></tr><tr><td>Date</td><td>Year 2024</td></tr></table>	Document	Training Programmed	Date	Year 2024	Complied
Document	Training Programmed						
Date	Year 2024						

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Criterion / Indicator		Assessment Findings		Compliance														
		<table><tr><td>Hearing Training</td><td>Done conducted: 31/05/2024</td></tr><tr><td>SOP Training</td><td>Done conducted: 06/01/2024</td></tr><tr><td>Fire Drill Training</td><td>Done conducted: 08/01/2024</td></tr><tr><td>ERP Training</td><td>Done conducted: 08/01/2024</td></tr><tr><td>PPE Training</td><td>Done conducted: 04/02/2024</td></tr><tr><td>Chemical Training</td><td>Done conducted: 19/06/2024</td></tr></table>	Hearing Training	Done conducted: 31/05/2024	SOP Training	Done conducted: 06/01/2024	Fire Drill Training	Done conducted: 08/01/2024	ERP Training	Done conducted: 08/01/2024	PPE Training	Done conducted: 04/02/2024	Chemical Training	Done conducted: 19/06/2024				
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Chemical Training	Done conducted: 19/06/2024																	
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description. - Major compliance -	<p>The management has established training needs of individual employees in order to provide the specific skill and competency required to all employees based on their job description. Refer training needs, there is allocation specific training module for category of employee. Sighted the evidence:</p> <p>Details information on the training need of employee:</p> <table><tr><td>Document</td><td>Training Need Analysis</td></tr><tr><td>Date</td><td>Year 2024</td></tr><tr><td>Category</td><td>Staffs and workers</td></tr></table>	Document	Training Need Analysis	Date	Year 2024	Category	Staffs and workers		Complied								
Document	Training Need Analysis																	
Date	Year 2024																	
Category	Staffs and workers																	
4.4.6.3	A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure. - Minor compliance -	<p>The management has established a training programmed to the workers and the awareness training was done conducted to the employee from internal team. All record of training was documented. Sighted the evidence:</p> <p>Details information on the actual training programmed:</p> <table><tr><td>Document</td><td>Training Programmed</td></tr><tr><td>Date</td><td>Year 2024</td></tr><tr><td>Hearing Training</td><td>Done conducted: 31/05/2024</td></tr><tr><td>SOP Training</td><td>Done conducted: 06/01/2024</td></tr><tr><td>Fire Drill Training</td><td>Done conducted: 08/01/2024</td></tr><tr><td>ERP Training</td><td>Done conducted: 08/01/2024</td></tr><tr><td>PPE Training</td><td>Done conducted: 04/02/2024</td></tr></table>	Document	Training Programmed	Date	Year 2024	Hearing Training	Done conducted: 31/05/2024	SOP Training	Done conducted: 06/01/2024	Fire Drill Training	Done conducted: 08/01/2024	ERP Training	Done conducted: 08/01/2024	PPE Training	Done conducted: 04/02/2024		Complied
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Criterion / Indicator		Assessment Findings	Compliance
		<div>Chemical Training</div> <div>Done conducted: 19/06/2024</div> <p>After training finished the Assessment Training was conducted to the participant purposely to know their understanding. The record was documented.</p>	
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>United Plantations Berhad has established an Environment and Biodiversity Policy, dated March 8, 2021, which was endorsed by Dato' Carl Bek-Nielsen, Chief Executive Director. The policy has been implemented and is prominently displayed on notice boards in English, Bahasa Malaysia, and several other languages to ensure that all employees, including those from other countries, can understand and adhere to it. The policy outlines the company's commitment to protecting the environment and conserving biodiversity by minimizing environmental harm. This includes protecting and enhancing biodiversity and ecosystems, prohibiting deforestation and new development on peat soils, increasing resilience against climate change, and adopting responsible consumption and production practices. The policy is also communicated to employees through training and weekly briefing sessions. Additionally, it emphasizes the organization's commitment to complying with all relevant environmental laws and regulations.</p>	Complied
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations</p>	<p>The mill has developed an Environmental Management Plan for 2023 based on an analysis of environmental aspects and impacts. This plan, documented in the Pollution Prevention Plan 2023, was created following an Environmental Aspect Impact Identification and</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>Evaluation. The objectives of the Environmental Management Plan include:</p> <ul style="list-style-type: none"> • Implementing and complying with all applicable statutory environmental laws. • Adopting zero-burning practices in plantation development. • Meeting Department of Environment (DOE) requirements to minimize pollution of land, water, and air. • Identifying High Conservation Value (HCV) areas and preserving riparian zones. <p>The environmental aspects and impact evaluation address all operations, including boiler operations, crude palm oil (CPO) storage, process operations, workshop activities, and biogas plant functions. Based on the reviewed samples, all processes related to the environmental management plan were confirmed to be in compliance.</p>	
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p>- Major compliance -</p>	<p>The Environmental Improvement Plan, dated January 3, 2024, was designed to mitigate negative impacts and enhance positive outcomes. The plan has been effectively implemented and monitored. Key activities and management strategies outlined in the plan include:</p> <ul style="list-style-type: none"> • Water Management: Protecting catchment quality and outlets through monthly water analyses. • Air Emission: Reducing pollution by using Continuous Emission Monitoring Systems (CEMS) for daily monitoring and raising awareness about High Conservation Value (HCV) areas through employee briefings. • Pollution Prevention: Ensuring compliance with DOE Jadual Pematuhan by maintaining oil traps to prevent spills and providing proper spill kits. Signage was posted to prohibit open burning. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Scheduled Housing Inspections: Conducting inspections to monitor the drainage system and ensuring proper application of Empty Fruit Bunches (EFB) by pumping them into the effluent pond. <p>The implementation of these measures has been confirmed to effectively reduce negative impacts at the mill based on sample reviews.</p>	
4.5.1.4	<p>A programme to promote the positive impacts should be included in the continual improvement plan.</p> <p>- Minor compliance -</p>	<p>The management has established the Continuous Improvement Plan on the environment part which include the usage of Green Energy from the methane capture at effluent.</p> <p>The management has started to use a bigger 25 mt/h press machine to reduce the mill machinery in operation, thus reduce the energy consumption at press station.</p> <p>The mill also the fully dispose the effluent through land application. This activity manage to recycle the nutrient content from effluent disposal to the oil palm.</p>	Complied
4.5.1.5	<p>An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives.</p> <p>- Major compliance -</p>	<p>The mill has established a training plan for 2024. Examples of training conducted include:</p> <ol style="list-style-type: none"> 1. Chemical and oil spillage training on 15/03/2024 2. Chemical handling and spillage management at the workplace for downriver operations on 20/06/2024 3. Basic understanding of Safety Data Sheets (SDS) training on 16/04/2024 	Complied
4.5.1.6	<p>The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.</p> <p>- Major compliance -</p>	<p>Environmental issues are discussed at the Environmental Performance Monitoring Committee (EPMC) meetings, which occur annually. The latest meeting took place on 27/06/2024. The agenda covered a range of topics, including air pollution control through Continuous Emission</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance												
		Monitoring Systems (CEMS), scheduled waste management, mill waste management, effluent performance, biogas operations, and training.													
Criterion 4.5.2: Efficiency of energy use and use of renewable energy															
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period - Major compliance -	<p>A plan to improve the efficiency of fossil fuel use is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2024. The document was reviewed and updated in January 2024. The Environment Management Plan for fossil fuel usage efficiency includes the following actions:</p> <ol style="list-style-type: none">1. Vehicle usage is closely monitored, including repairs and maintenance. This is documented in the vehicle maintenance record and managed by the tractor workshop fitter.2. The mill process has been upgraded from the old overhead crane system to a new FFB and SFB tippler system, along with the undertow system. This change has eliminated the use of tractors in the process line, gradually reducing diesel consumption. The new processing line is supervised by the process supervisor.3. The removal of aging motorbikes from service has gradually reduced petrol consumption. This is also documented in the vehicle maintenance record and managed by the tractor workshop fitter. <p>The record of diesel, petrol, and lubricant is well maintained. Sample of the records are as the following:</p> <table><tr><td>Month</td><td>Petrol</td><td>Diesel</td></tr><tr><td>Apr 2024</td><td>432</td><td>8687</td></tr><tr><td>May 2024</td><td>453</td><td>3299</td></tr><tr><td>June 2024</td><td>328</td><td>2791</td></tr></table>	Month	Petrol	Diesel	Apr 2024	432	8687	May 2024	453	3299	June 2024	328	2791	Complied
Month	Petrol	Diesel													
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Criterion / Indicator		Assessment Findings	Compliance
4.5.2.2	Palm oil millers shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. - Major compliance -	The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations inclusive of fuel use by contractors, including all transport and machinery operations was available in the respective estate yearly budgets.	Complied
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	The fiber and shell are used in the boiler for fuel recycled in the process system. Surplus quantity of shell/fiber are delivered to estates for multi purposes or sold to outside buyers. EFB is used in the estates for mulching.	Complied
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	All waste and pollution are identified and documented in the Waste Management Action Plan. The compilation for 2023 was made by the Sustainability Department and is applicable to the mill, with the most recent review dated 02/01/2024. Details of waste generated from mill operations are as follows: 1. Scheduled Waste <ul style="list-style-type: none"> - Spent lubricants/ hydraulic oil: Workshop activities - Used batteries/ used rags/ empty containers: Workshop activities - Hexane/ spent chemicals/ empty containers: Laboratory and boiler station 2. Domestic Waste <ul style="list-style-type: none"> - Rubbish: Line site/ office & mill complex - Sewage: Line site/ office & mill complex 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>3. Industrial Waste</p> <ul style="list-style-type: none"> - POME: Effluent Treatment Plant - EFB: EFB station <p>The management of waste is aimed at reduction and improvement. The primary source of pollution from the mill is smoke from the boiler, which is monitored from the stack emission throughout the operations. These reports are reviewed by the mill and submitted to the DOE, with no major issues reported.</p> <p>The mill has effectively maintained waste management for environmentally friendly operations, with no summons or notices from the Regulatory Agency during the review period.</p>	
4.5.3.2	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <ul style="list-style-type: none"> a) Identifying and monitoring sources of waste and pollution. b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. <p>- Major compliance -</p>	<p>The disposal and recycling of waste generated by the estates are managed as follows:</p> <p>1. Scheduled Waste</p> <ul style="list-style-type: none"> - Spent lubricants/ hydraulic oil: Managed according to the SOP titled SW Management, in compliance with Environmental Quality Regulation 2005, which includes: <ul style="list-style-type: none"> - Establishment and notification of SW - Labeling and coding of SW - SW inventory - Disposal within 180 days and approved quantity/ volume. - Used batteries/ used rags/ empty containers: Managed according to the same SOP. - Hexane/ spent chemicals/ empty containers: Managed according to the same SOP. <p>2. Domestic Waste</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance																														
		<ul style="list-style-type: none">- Rubbish: Disposed of in the Jendarata Estate composting pit along with estate waste.- Sewage: Disposed of by the local authority. 3. Industrial Waste <ul style="list-style-type: none">- POME: Monitored for application through land application operations.- EFB: Monitored for application in the field. The mill has effectively maintained waste management for environmentally friendly operations. There have been no summons or notices from the DOE, DOSH, or other agencies during the review period.																															
4.5.3.3	The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005 - Major compliance -	The SOP on Scheduled Waste disposal is established and implemented. a) Details as provided in UPB Standard Operating Procedure Handling of Scheduled Waste (Hazardous Waste) Management dated 09/04/2021. b) The inventory of the waste generated is recorded using the “E-SWISS” inventory system. Methodology of SW disposal is also described in indicator 4.5.3.2 above. c) All SW are disposed to Primoxxxx Sdn Bhd / Exxxx Solutions Sdn Bhd / SP Mxxxx (M) Sdn Bhd. All possessed valid license from DOE. Details as sampled as shown below; <table><tr><td></td><td>Date</td><td>SW 409</td><td>SW 306</td><td>SW 322</td><td>SW 110</td><td>SW 410</td><td>SW 305</td><td>SW 109</td><td>SW 410</td></tr><tr><td>1</td><td>13/06/24</td><td>0.005</td><td>0.135</td><td>0.096</td><td>0.004</td><td>0.135</td><td>-</td><td>-</td><td>0.16</td></tr><tr><td>2</td><td>25/03/24</td><td>-</td><td>-</td><td>-</td><td>0.04</td><td>-</td><td>1.84</td><td>-</td><td>0.10</td></tr></table>		Date	SW 409	SW 306	SW 322	SW 110	SW 410	SW 305	SW 109	SW 410	1	13/06/24	0.005	0.135	0.096	0.004	0.135	-	-	0.16	2	25/03/24	-	-	-	0.04	-	1.84	-	0.10	Complied
	Date	SW 409	SW 306	SW 322	SW 110	SW 410	SW 305	SW 109	SW 410																								
1	13/06/24	0.005	0.135	0.096	0.004	0.135	-	-	0.16																								
2	25/03/24	-	-	-	0.04	-	1.84	-	0.10																								
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse.	Domestic waste was disposed according to the waste management plan. Verified that the management has disposed the domestic waste	Complied																														

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Criterion / Indicator		Assessment Findings	Compliance									
	- Minor compliance -	through host estate i.e., Jendarata Estate (land fill located at Field no 71) Collection are made from a centralized point accumulated internally by the mill management from the living quarters and office complex. The risk of contamination has been minimized through this system.										
Criterion 4.5.4: Reduction of pollution and emission including greenhouse gas												
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	Polluting activities are identified and documented in the Environmental Aspect & Impact Identification. From this identification, their impact is evaluated. Any identified impacts are included in the management plan, and this evaluation is documented in the Environmental Impact Evaluation. The last review of these documents was conducted on 02/01/2024. The areas of focus include activities at the chemical store, workshop, storage areas, scheduled waste management, diesel tank, boiler house, effluent pond, and Water Treatment Plant (WTP).	Complied									
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	<div>The pollution prevention plan and plan to reduce GHG emission 2024 dated 11/01/2, with the mitigation plan, actions and time frame has been identified. In addition, the Environmental Management Plan for FY2024 is available. The monitoring of the plan is available. The following tabled the management action plan to reduce GHG emission from the mill activities.</div> <table><tr><td></td><td>Issues & Strategies</td><td>Action Plan</td></tr><tr><td>1</td><td>Reduce diesel consumption at mill operation</td><td>To monitor diesel usage To ensure vehicle scheduled maintenance Optimum gen set usage</td></tr><tr><td>2</td><td>Reduce smoke emission to the air</td><td>To effectively implement the CEMS eliminate use of wet shell as fuel</td></tr></table>		Issues & Strategies	Action Plan	1	Reduce diesel consumption at mill operation	To monitor diesel usage To ensure vehicle scheduled maintenance Optimum gen set usage	2	Reduce smoke emission to the air	To effectively implement the CEMS eliminate use of wet shell as fuel	Complied
	Issues & Strategies	Action Plan										
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Criterion / Indicator		Assessment Findings			Compliance					
		<table><tr><td>3</td><td>Reduce electricity usage</td><td>Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system</td></tr><tr><td>4</td><td>To promote awareness on HCV</td><td>Annual training on HCV/ riparian/ buffer zone within the complex</td></tr></table>	3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system	4	To promote awareness on HCV	Annual training on HCV/ riparian/ buffer zone within the complex		
3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system								
4	To promote awareness on HCV	Annual training on HCV/ riparian/ buffer zone within the complex								
		<p>All efforts and action plan for the identified pollutants and emission above is adequate to comply with the requirement. All identified issues have significant impacts to the environment. The mill also monitored and maintained records on Palm GHG. This compilation is made at Head Office level and made for the entire CU. Inclusive in the report are;</p> <p>a) Plantation/ field emission - Data from field emission and sinks (CO2/FFB)</p> <p>b) Mill emission - Data from mill emission and credits (CO2/FFB)</p> <p>The environmental management plan was implemented accordingly and not sighted any pollution within certification area.</p>								
4.5.4.3	<p>Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations.</p> <p>- Major compliance -</p>	<p>Palm oil mill effluent generated was treated accordingly through ponding system which include aerobic and anaerobic process. The limit of palm oil mill effluent is 5000 mg/L following the limit in the Syarat Lesen license no 004233 effective from 01/07/2024 - 30/06/2025. Effluent being applied in Field no 61.</p> <p>Latest submission for to DOE on as follows. Among others the indicators were:</p> <table><tr><td></td><td></td><td>STD</td><td></td></tr></table>					STD		Complied	
		STD								

Criterion / Indicator		Assessment Findings				Compliance														
		1	pH	-	8.22	The land application POME disposal only check the BOD of the water. All parameters tested complied with regulatory standards														
		2	BOD mg/l	5000	185															
		3	COD mg/l	-	1629															
Criterion 4.5.5: Natural water resources																				
4.5.5.1	The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill’s current activities. c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). - Major compliance -			The Water Management Plan for the mill has been established. It was last reviewed on 03/04/2024. The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made monthly with the latest recording detailed sampled (water usage m3/per mt of fresh fruit bunches (FFB) 2022 below. <table><tr><td>Month</td><td>Water m3</td></tr><tr><td>Jan 2024</td><td>9412</td></tr><tr><td>Feb 2024</td><td>7640</td></tr><tr><td>Mac 2024</td><td>9582</td></tr><tr><td>April 2024</td><td>11082</td></tr><tr><td>May 2024</td><td>9907</td></tr><tr><td>June 2024</td><td>8258</td></tr></table> A slightly higher water usage noted, probably due to the proportionate reduction in volume of FFB being processed. There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc. The Water Management Plan for the mill had included among others the following details;		Month	Water m3	Jan 2024	9412	Feb 2024	7640	Mac 2024	9582	April 2024	11082	May 2024	9907	June 2024	8258	Complied
Month	Water m3																			
Jan 2024	9412																			
Feb 2024	7640																			
Mac 2024	9582																			
April 2024	11082																			
May 2024	9907																			
June 2024	8258																			

Criterion / Indicator		Assessment Findings				Compliance	
		Water reduction plan					
			Issues/ Area	Action Steps	PIC		Status
		1	Rain-water collection	Large containers are to be placed at strategic locations to collect rain-water The rainwater shall be recycled for washing heavy machinery	Mill Engineer		On-going
		2	Re-streaming	Re stream from sterilizer condensate pit for dilution	Mill Engineer		On-going
		Contingency plan during water shortage					
			Area/incident	Action steps	PIC		
		1	Water shortage/ prolonged dry season	To obtain water from LAP To train/educate staff/ workers to conserve water To seek assistance from LAP To obtain treated water supply from neighbouring mill's WTP	Mill Executive/ Staff		
		2	Severe water pollution/ contamination	To obtain water from LAP To train/educate staff/ workers to conserve water to seek assistance from LAP to obtain treated water outsourced supply.	Mill Executive/ Staff		

Criterion / Indicator		Assessment Findings				Compliance
		Identification & management of waste water				
			Location	Wastewater produced	Treatment/containment	Reuse/ recycle disposal method
		1	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ETP	Recover into system
		2	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain
		3	Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain
		4	Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain
		5	Lab	Cleaning water	Process drain	Monsoon drain
		6	Washroom	Toilet water, cleaning water	Septic tank	Supernatant to drains, sludge collected by licensed contractor.

Criterion / Indicator		Assessment Findings	Compliance																																													
		<p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the River Reserve Management (Management of River Reserve in United Plantations Berhad dated April 2014). The buffer zones established are as following:</p> <table><tr><th>River width (Meters)</th><th>Buffer Zone (Meters)</th></tr><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 mill management had own WTP for domestic use and conduct monthly analysis to meet MOH drinking water quality standards 2009. Analysis made by ChemVi Laboratory Sdn Bhd</p> <p>The mill has conducted multiple drinking water assessment with the latest conducted on 24/06/2024, the result showing all parameter were met accordingly. The parameters are as following;</p> <table><tr><th></th><th>Standard</th><th>Parameters</th></tr><tr><td>1</td><td>pH</td><td>5.5-9.0</td></tr><tr><td>2</td><td>Colour</td><td>300</td></tr><tr><td>3</td><td>TDS mg/L</td><td>1500</td></tr><tr><td>4</td><td>Ammonia N</td><td>1.5</td></tr><tr><td>5</td><td>Turbidity</td><td>1000</td></tr><tr><td>6</td><td>Iron mg/L</td><td>1.0</td></tr><tr><td>7</td><td>Aluminium</td><td>-</td></tr><tr><td>8</td><td>E-Coli CFU/100ml</td><td>5000</td></tr><tr><td>9</td><td>Total Coilform CFU/100ml</td><td>5000</td></tr><tr><td>10</td><td>Free Chlorine mg/L</td><td>0.2-5.0</td></tr></table>	River width (Meters)	Buffer Zone (Meters)	>40	50	20-40	40	10-20	20	5-10	10	<5	5		Standard	Parameters	1	pH	5.5-9.0	2	Colour	300	3	TDS mg/L	1500	4	Ammonia N	1.5	5	Turbidity	1000	6	Iron mg/L	1.0	7	Aluminium	-	8	E-Coli CFU/100ml	5000	9	Total Coilform CFU/100ml	5000	10	Free Chlorine mg/L	0.2-5.0	
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9	Total Coilform CFU/100ml	5000																																														
10	Free Chlorine mg/L	0.2-5.0																																														

Criterion / Indicator		Assessment Findings		Compliance				
		11	Residual Chlorine mg/L0.2					
		The mill has obtained exemption to the Jadual Pematuhan on clause 17 on water sampling in river as the mill practices land application system. Letter was sent to DOE dated 07/10/2021 with reply received dated 15/09/2021. Hence, no water analysis is necessary. Both letters were sighted and verified.						
4.5.5.2	Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations. - Major compliance -	POME is discharged through land application via farrows at Jendarata Estate field no 61 (Final Discharge Holding Pond as stated in the DOE Compliance Schedule. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. Effluent Analysis conducted by accredited laboratory and submitted to DOE every 3 months through OER (Online Environmental Report) and in compliance with mill’s compliance schedule for quarterly. The application field was visited and verified with no sign of overflowing observed.		Complied				
4.6 Principle 6: Best Practices								
Criterion 4.6.1: Mill Management								
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	Standard operating procedures has been appropriately documented and consistently implemented and monitored. The Standard Operating procedure (SOP) described details from the reception, sterilization station, threshing station, pressing station, clarification station, nut station, effluent, laboratory, workshop, dispatches station etc. Sighted the evidence: <table><tr><td>Document</td><td>Standard Operating Procedure</td></tr><tr><td>Effective Date</td><td>Year 2024</td></tr></table>		Document	Standard Operating Procedure	Effective Date	Year 2024	Minor Non Conformance
Document	Standard Operating Procedure							
Effective Date	Year 2024							

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Criterion / Indicator		Assessment Findings		Compliance
		<div>Category</div>	<div>Staffs and workers</div> <p>During site visit at Ramp Area, it was found 2 FFB Lorry driver (Vehicle No: JTN7682 & JTX4595) was not wearing Safety Helmet while working. Interview has been conducted with both driver and confirmed there was not bring the Safety helmet. When the driver removed the canvas, observed 2 -3 bunches fell down. Further interview was conducted at Security Post and the PIC will do checking and as informed, if the PPE not completed, the lorry not permitted to enter the Mill. However, there is no evidence that mechanism to check the implementation of SOP as per Incoming FFB Procedures and HIRARC dated 02/01/2024.</p> <p>Other than that, during inspection at Store in the workshop it was found 3 bottle lubricants stored in the container without proper label:</p> <ul style="list-style-type: none">• Lubricant in the Dishwasher container (1 unit)• Lubricant in the container with Petrol Label (1 unit)• Lubricant in the container without Label (1 unit) <p>Based on interview and document checking, there is no mechanism to check the implementation to ensure meet as ape Chemical handling Procedures and CHRA Assessment dated 29/05/2023, OSHA (USECHH REGULATION 20 & 21].</p> <p>Thus, the Minor Non Conformance is raised.</p>	
4.6.1.2	All palm oil mills shall implement best practices. - Major compliance -	<p>The monitoring of all process parameters is documented and summarized in a daily report and monthly report of production. In addition, there are audits by sustainability department This is to ensure compliance to policies, procedures in relation mill operations, financial, OSH, welfare among others. Sighted the evidence:</p> <div><div>Document 1</div><div>Production Report – Daily Basis</div></div>		Complied

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Criterion / Indicator		Assessment Findings		Compliance																
		Document 2	Internal Audit Report – Once a Year																	
		Document 3	Workplace Inspection – Monthly Basis																	
		Document 4	Laboratory Analysis – Daily Basis																	
Criterion 4.6.2: Economic and financial viability plan																				
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	The management plan has established mechanism to demonstrate attention to economic and financial viability through long-term management planning. The management has prepared budget and production report. Refer to report it was mentioned the allocation of production cost for FFB processed, CPO produced and PK produced. Sighted the evidence: Detail information on production report: <table><tr><td>Document</td><td>Mill Production Report</td></tr><tr><td>Month</td><td>June 2024</td></tr><tr><td>FFB Processed (Estimate)</td><td>16,XXX.XX Mt</td></tr><tr><td>FFB Processed (Actual)</td><td>11,XXX.XX Mt</td></tr><tr><td>CPO Produced (Estimate)</td><td>3,XXX.XX Mt</td></tr><tr><td>CPO Produced (Actual)</td><td>2,XXX.XX Mt</td></tr><tr><td>PK Produced (Estimate)</td><td>7XX.XX Mt</td></tr><tr><td>PK Produced (Actual)</td><td>4XX.XX Mt</td></tr></table>		Document	Mill Production Report	Month	June 2024	FFB Processed (Estimate)	16,XXX.XX Mt	FFB Processed (Actual)	11,XXX.XX Mt	CPO Produced (Estimate)	3,XXX.XX Mt	CPO Produced (Actual)	2,XXX.XX Mt	PK Produced (Estimate)	7XX.XX Mt	PK Produced (Actual)	4XX.XX Mt	Complied
Document	Mill Production Report																			
Month	June 2024																			
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CPO Produced (Actual)	2,XXX.XX Mt																			
PK Produced (Estimate)	7XX.XX Mt																			
PK Produced (Actual)	4XX.XX Mt																			
Criterion 4.6.3: Transparent and fair price dealing																				
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The mill does not purchase FFB from outside UP. In term of purchasing goods & services, there is an SOP on Quotations at Engineering Stores, dated 02/01/2016 is used as guidance. In general practice, quotations will be obtained from several suppliers before proceeding the issuance		Complied																

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Criterion / Indicator		Assessment Findings	Compliance
		of Purchase Order which need to be approved by the Director of Engineering.	
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner.	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	Evident the contractor agreement between United Plantations Berhad and contractors. Stated in the agreement: The contractor shall: Clause (m): Comply with RSPO Supply Chain Standard and MSPO Supply Chain Certification System for handling RSPO/MSPO certified Crude Palm Oil Clause (o): Ensure the RSPO and MSPO certified oil shall be kept segregated from all other conventional oils throughout the journey. Clause (11): The contractor shall adhere to the attached UP's Company Policies as follow which are required under MSPO and RSPO certifications such as Human Rights Policy (e.g.: no child labor and trafficked labor and equal treatment), OSH policy, gender policy, valid employment contract for contractor workers, minimum wages order, etc.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	There are no active contractors at the moments of the audit. If there are contactors hired by Jendarata POM, they need to comply with the MSPO requirements and attend trainings and meeting. Sample addendum of the contract agreement Clause 2, "The contractor shall adhere to the UP's Company Policies, MSPO and RSPO requirements."	Complied

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Criterion / Indicator		Assessment Findings	Compliance
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	Stated in the agreement that the contractors are subject to any audits including verifications by the appointed third-party assurance body.	Complied

Appendix B: Smallholder Member Details

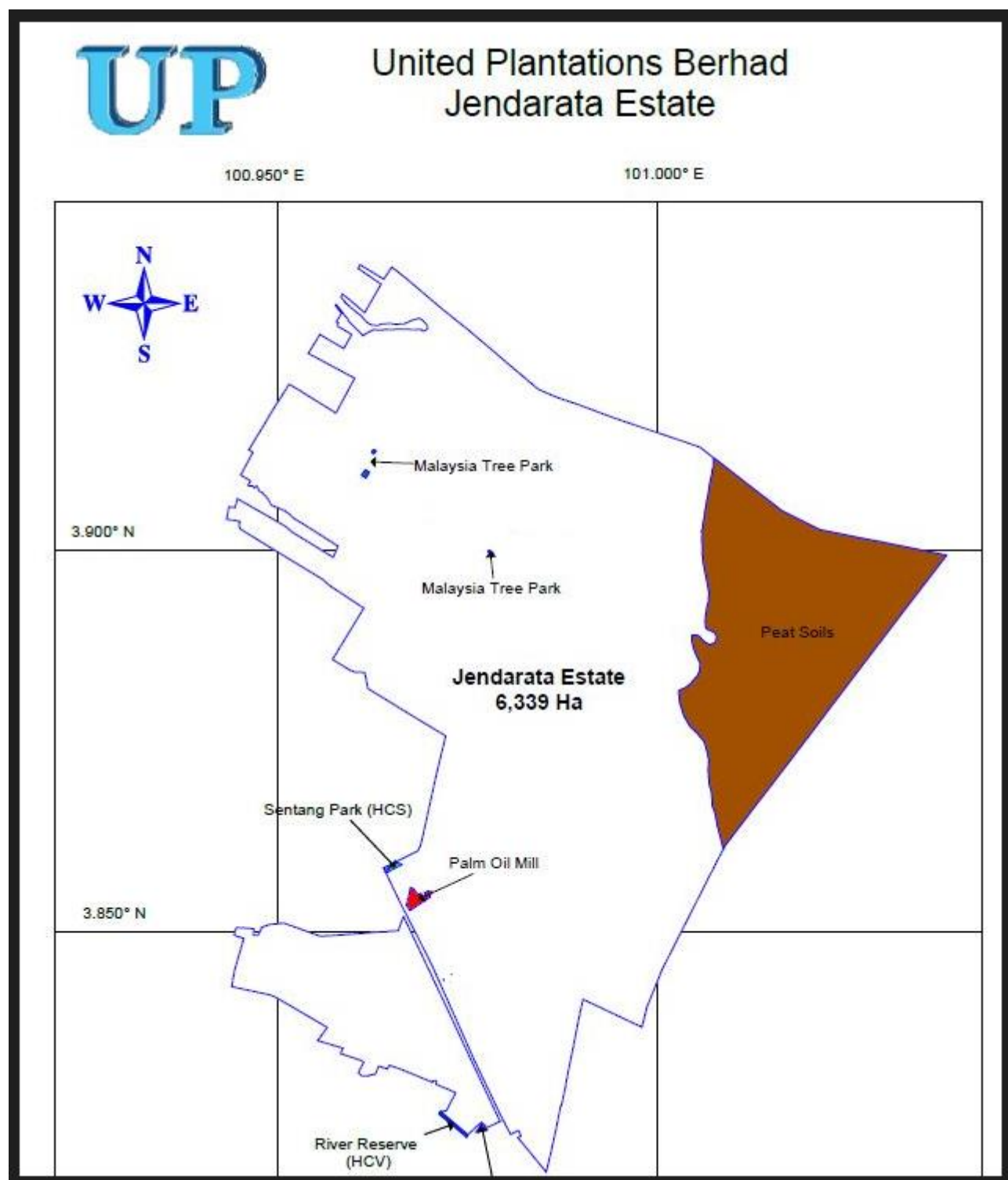
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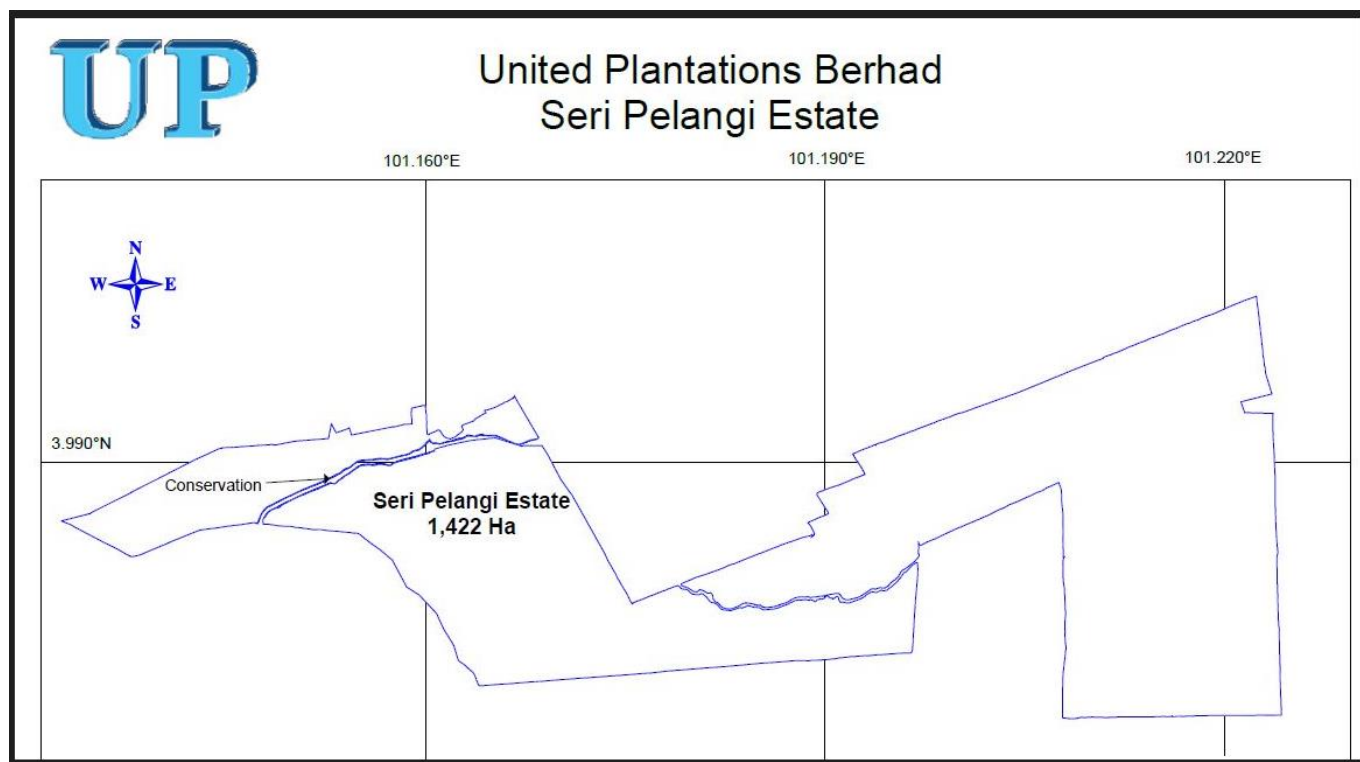
Appendix C: Location and Field Map



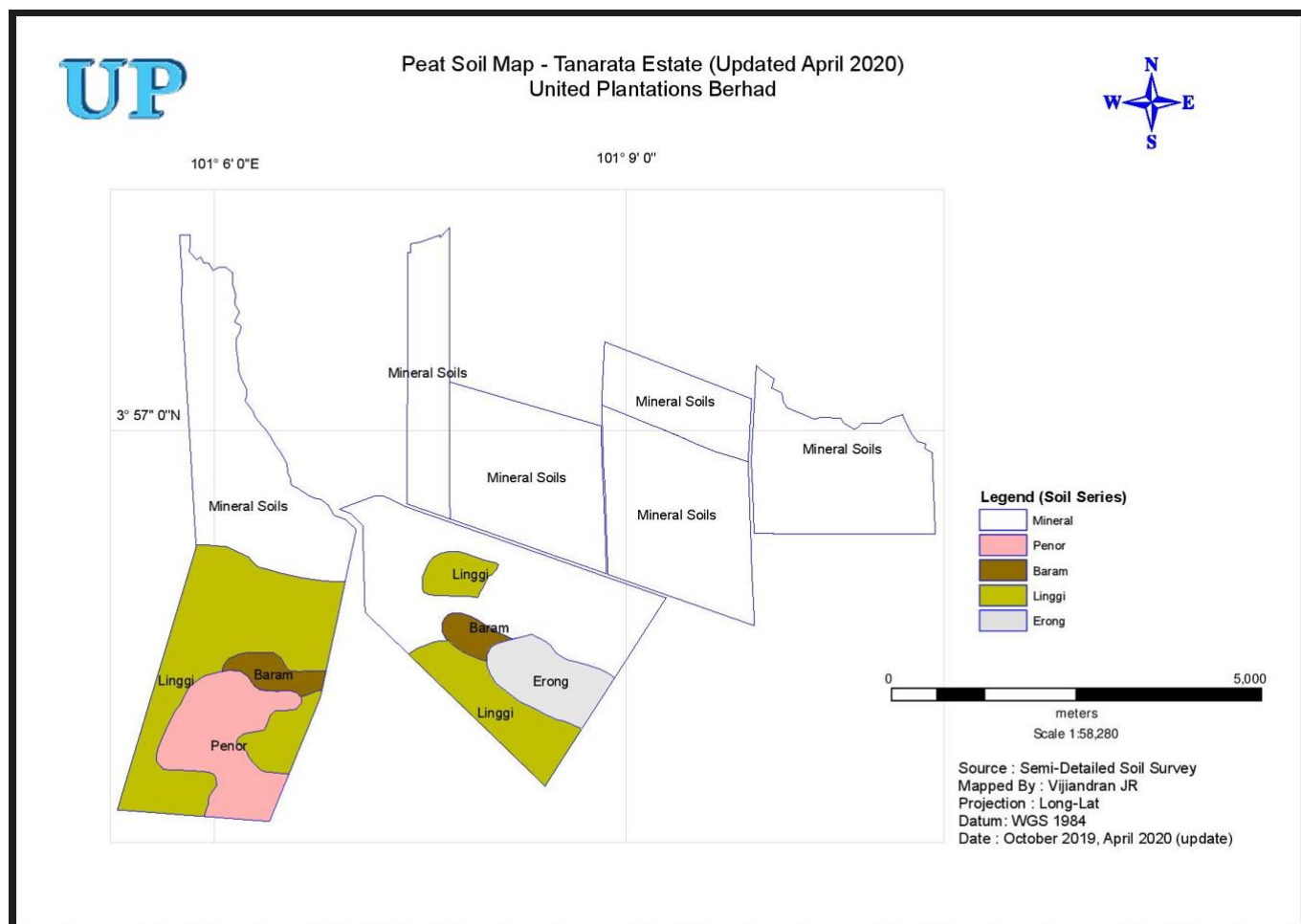
Jendarata Estate



Seri Pelangi Estate



Tanarata Estate



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BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure