

RSPO PRINCIPLE AND CRITERIA PUBLIC SUMMARY REPORT

☐ Initial Assessment

☒ Annual Surveillance Assessment (1_1)

☐ Recertification Assessment (Choose an item.)

☐ Extension of Scope

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill
Location of Certification Unit: Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia
Date of Final Report: 24/04/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn. Bhd. – Lepar Hilir Palm Oil Mill		
Location / Address	Kilang Sawit Lepar Hilir, Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia.		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27890497	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 666408	Certificate Start Date	02/02/2023
Date of First Certification	02/02/2018	Certificate Expiry Date	01/02/2028
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54mt / Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701754	MSPO 2530-4:2013 General Principles for Palm Oil Mills	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 701755	MSPO 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders		23/03/2024
SCCS03437	MSPO Supply Chain Certification Standard 2018	Trans Certification International Sdn Bhd	25/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Lepar Hilir Palm Oil Mill	Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia	3° 38' 39.26" N	103° 00' 40.22" E
FGVPM Lepar Hilir 05 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 36' 03.83" N	103° 00' 40.65" E
FGVPM Lepar Hilir 06 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 35' 59.30" N	103° 00' 40.93" E
FGVPM Lepar Hilir 07 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 39' 43.23" N	102° 59' 18.02" E
FGVPM Lepar Hilir 08 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 39' 04.90" N	103° 05' 02.90" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Lepar Hilir 05 Estate	2,607.61	-	281.93	2,889.54	90.24
FGVPM Lepar Hilir 06 Estate	2,322.91	-	324.06	2,646.97	87.76
FGVPM Lepar Hilir 07 Estate	2,052.01	-	265.03	2,317.04	88.56
FGVPM Lepar Hilir 08 Estate	1,324.19	-	88.60	1,412.79	93.73
Total	8,306.72	-	959.62	9,266.34	

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Lepar Hilir 05 Estate	955.64	1,651.97	-	-	1,651.97	955.64
FGVPM Lepar Hilir 06 Estate	650.81	1,672.10	-	-	1,672.10	650.81
FGVPM Lepar Hilir 07 Estate	-	2,052.01	-	-	2,052.01	-
FGVPM Lepar Hilir 08 Estate	180.73	1,143.46	-	-	1,143.46	180.73
Total (ha)	1,787.18	6,519.54	-	-	6,519.54	1,787.18

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 23 - Jan 24)	Actual (Oct 2022 – Sep2023)		Forecast (Feb 24 - Jan 25)
		Previous license period (Oct 2022 - Jan 2023)	Current license period (Feb 2023 - Sept 2023)	
FGVPM Lepar Hilir 05 Estate	31,500.00	6,287.14	15,520.09	31,419.00
FGVPM Lepar Hilir 06 Estate	45,100.00	6,993.31	14,364.86	25,276.00
FGVPM Lepar Hilir 07 Estate	39,700.00	-	-	41,205.00
FGVPM Lepar Hilir 08 Estate	28,000.00	5,825.26	12,144.40	20,900.00
Total	144,300.00	61,135.06		118,800.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
		Previous license period (Oct 2022 - Jan 2023)	Current license period (Jan 2023 - Aug 2023)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (key in period)	Actual (Oct 2022 – Sep 2023)		Forecast (key in period)
		Previous license period (Oct 2022 - Jan 2023)	Current license period (Feb 2023 - Sep 2023)	
External FFB Supplier		49,772.39	60,736.92	
FGVPM Lepar Hilir 07		9,663.69	16,346.37	
Total		136,519.37		

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Oct-22	7,813.74	16,467.69	24,281.43
2	Nov-22	1,322.25	15,636.70	16,958.95
3	Dec-22	6,080.99	15,636.70	21,717.69
4	Jan-23	3,888.73	11,694.99	15,583.72
5	Feb-23	1,114.29	9,299.33	10,413.62
6	Mar-23	2,992.72	7,904.75	10,897.47
7	Apr-23	2,758.16	6,347.00	9,105.16
8	May-23	4,684.12	7,927.41	12,611.53
9	Jun-23	4,938.67	7,820.84	12,759.51
10	Jul-23	7,216.24	10,257.29	17,473.53
11	Aug-23	8,835.82	12,711.53	21,547.35
12	Sep-23	9,489.33	14,815.14	24,304.47
TOTAL		61,135.06	136,519.37	197,654.43

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb 2023 - Jan 2024)	Actual (Oct 2022 – Sep2023)		Forecast (Feb 2024 - Jan 2025)
	Previous license period (Oct 2022 - Jan 2023)	Current license period (Feb 2023 - Sep 2023)	
FFB	FFB		FFB
144,300.00 mt	19,105.71 mt	42,029.35 mt	118,800.00 mt
	TOTAL	61,135.06 mt	
CPO (OER: 21.00 %)	CPO (OER: 25.74% , 20.59 %)		CPO (OER: 21.50 %)
30,303.00 mt	4,917.83 mt	8,655.88 mt	25,542.00 mt
	TOTAL	13,573.71 mt	
PK (KER: 4.50 %)	PK (KER: 5.42, 3.92 %)		PK (KER: 5.00 %)
6,493.50 mt	1,036.41 mt	1,649.23 mt	5,940.00 mt
	TOTAL	2,686.64 mt	

10A. Monthly Records of Certified CPO & PK since the last audit (Oct 2022 - Sep 2023)			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Oct-22	1,378.56	296.34
2	Nov-22	1,518.98	316.19
3	Dec-22	1,238.81	251.10
4	Jan-23	781.48	172.78
5	Feb-23	232.76	49.05
6	Mar-23	213.56	46.51
7	Apr-23	555.46	111.08
8	May-23	1,066.27	219.98
9	Jun-23	1,136.60	198.89
10	Jul-23	1,590.41	296.09
11	Aug-23	1,948.77	359.22
12	Sep-23	1,912.05	368.41
TOTAL		13,573.71	2,685.64

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11. Summary of Actual Volume sold					
Current License period (Feb 2023 - Sep 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	1,628.34	1,628.34
PK (MT)	1,404.27	-	-	41.14	1,445.41
Credits	6,090.00	-	-		6,090.00
Previous License period (Oct 2022 - Jan 2023)					
CPO (MT)	-	-	-	4,126.62	4,126.62
PK (MT)	1,187.92	-	-	-	1,187.92
Credits	1,100.00	-	-		1,100.00

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (Oct 2022 - Sep 2023)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Non-disclosure 1	Confidential	-	2,592.19
TOTAL			-	2,592.19

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11B. Records of certified CPO & PK Sold under other schemes since the last audit (Oct 2022 - Sep 2023)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (Oct 2022 - Sep 2023)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXXX	5,754.96	41.14
TOTAL		5,754.96	41.14

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (Oct 2022 - Sep 2023)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	XXXX		7,190.00
TOTAL			7,190.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB									
IS-CSPO									
IS-CSPKO									
IS-CSPKE									
CSPK									

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
TOTAL						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSP0	CSPK	IS-CSPKO	IS-CSPKE
Current License period (key in period)							
Credits							
Physical							
Previous License period (key in period)							
Credits							
Physical							

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

Section 2: Assessment Process

Certification Body:

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

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **09/10/2023 -13/10/2023**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 26/12/2023. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
FGVPISB Lepar Hilir POM	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 05 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 06 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 07 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 08 Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: October 7, 2024 - October 11, 2024

Total Number of Mandays: 15

2.2 BSI Assessment Team

Name	Role	Competency
Valence Shem (VSH)	Team Leader	<p>Education: Holds a Bachelor of Technology BTech (Hons.) Industrial Technology, University of Science Malaysia.</p> <p>Work Experience: He has more than 20 years of working experience with 9 years in oil palm plantation industry and 13 years in management system auditing since 2009 for various standards such as ISO 14001, RSPO P&C, RSPO SCCS, MSPO and SMETA.</p> <p>Training attended: He has completed ISO 14001 Lead Auditor Course, ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Assessor Course, MSPO Awareness Training, ISO 45001 Lead Auditor Course, SMETA Auditor training, HCV-HCS training and RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
Hafriazhar bin Mohd Mokhtar (HMM)	Team Member	<p>Education: Bachelor of Engineering (Hons.) Chemical Engineering, UTM.</p> <p>Work Experience: Environmental Officer (2002-2003), Mill Engineer (2003-2008), Project Control Engineer (2008-2011), Auditor/Client Manager (2011-present)</p> <p>Training attended: Social Auditing & SMETA Training (2021), ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2013), ISO 50001 LA Training (2012), ISO 14001 LA Training (2011)</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue and RSPO supply chain requirements.</p>
Yusof Khairan Nizar Bin Ahmad Tarmizi (YKN)	Team Member	<p>Education: Holds a Diploma in Public Administration-ITM (1991), Certificate of Safety and Health Officer-MII (2003), Bachelor of Corporate Administration (Hons), MARA University of Technology and a Master of Science in Occupational Safety and Health Management-Northern University of Malaysia.</p> <p>Work Experience: Has more than 30 years of working experience in varies industries including as safety officer in manufacturing company; consultant and trainer for management systems including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, OHSAS 18001:2007, MS1722:2011, Environmental Legislation; contract auditor with varies accredited certification bodies for scheme including Malaysia Sustainable Palm Oil (MSPO), RSPO Principles & Criteria; MPOCC Registered Peer Reviewer and was a Certificate of Safety and Health Officer-Malaysian Insurance Institute.</p> <p>Training attended: He has completed ISO 9001:2000 IRCA/IATC A Lead Auditor Training; ISO 14001:2004 IEMA Approved EMS Advanced Lead</p>

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		<p>Auditor Training Course; OH&SMS IRCA Certified Lead Auditor Training Course; MS 1722 Lead Auditor Training; MSPO Auditing; Endorsed RSPO P&C 2018 Lead Auditor Course; SMETA Requirements Training; HCV & HCS Introductory Training, RSPO Independent Smallholder (IHS) Auditor Training and Endorsed RSPO Refresher Trainings (P&C). Also attended the Quality & Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodies Providing Audit and Certification (ISO/IEC 17021:2015) collaboration with Institute of Quality Malaysia, ISO/IEC 17021. MSPO Peer Reviewer Training (MPOCC).</p> <p>Language Proficiency: Fluent in both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan</p>
Mohd Razaleigh Mohamad (MRM)	Auditor for NCR closure visit	<p>Education: Holds a Bachelor Degree Bachelor in (Scs.) Plantation Management and Agrotechnology from Universiti Teknologi Mara (UiTM) in 2012.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as Senior Assistant Manager with Tradewinds Plantation Berhad from 2012 until 2017 and has been doing audit for RSPO P&C, MSPO, Global G.A.P and Organic since 2017 until now.</p> <p>Training attended: Successfully completed ISO 9001:2015 (2020), ISO 14001:2015 (2017), ISO 45001:2018 (2021), Endorsed RSPO P&C Lead Auditor Course (2018), Endorsed MSPO P&C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022).</p> <p>Language proficiency: He is fluent in Bahasa Malaysia and English languages.</p> <p>Aspect covered in this audit: Policy and commitment, social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, and land & Legal issue.</p>

Accompanying Persons:

Name	Role
Not Applicable	

2.3 Assessment Plan

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

Date	Time	Subjects	VSH	HMM	YKN
Monday, 09/10/2023	0900 - 0930	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	✓	✓	✓
FGVPM Lepar Hilir 5 Estate	0930 - 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 waste management, worker housing, clinic, Landfill, , etc Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.	✓	✓	✓
	1230 - 1330	Lunch	✓	✓	✓
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Meeting	✓	✓	✓
Tuesday, 10/10/2023	0900 - 1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	✓	✓	✓

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FGVPISB Lepar Hilir Palm Oil Mill		Stakeholder consultations: Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	√	√	√
	1630 - 1700	Interim Closing Meeting	√	√	√
Wednesday 11/10/2023 FGVPM Lepar Hilir 6 Estate	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 waste management, worker housing, clinic, Landfill, , etc Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	√	√	√
	1630 - 1700	Interim Closing Meeting	√	√	√

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Date	Time	Subjects	VSH	HMM	YKN
Thursday 12/10/2023 FGVPM Lepar Hilir 8 Estate	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 waste management, worker housing, clinic, Landfill, , etc Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.	✓	✓	✓
	1230 - 1330	Lunch	✓	✓	✓
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Meeting	✓	✓	✓
Friday 13/10/2023 FGVPM Lepar Hilir 7 Estate	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 waste management, worker housing, clinic, Landfill, , etc Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.	✓	✓	✓
	1230 - 1330	Lunch	✓	✓	✓

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Date	Time	Subjects	VSH	HMM	YKN
	1330 - 1600	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	✓	✓	✓
	1600 - 1630	Auditor discussion and closing meeting preparation	✓	✓	✓
	1630 - 1700	Closing Meeting	✓	✓	✓

NCR closing visit plan

Date	Time	Subjects	MRM
Tuesday 26/12/2023	0900-1200	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan Verification on Major NC closure evidence. Document review, site observation, workers/stakeholder interview (individual and group session) for: <ul style="list-style-type: none"> 2406643-202310-M1 2406643-202310-M2 2406643-202310-M3 Closing Meeting - conclusion and recommendation	✓

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Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated April 2021 shows that the plan spans from year 2017 until 2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV's uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. 	Complied

	FGV has begun the re-certification process for Kilang Sawit Serling. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.	
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisitions were recorded or in planning.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serling and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serling. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition. 	Complied

	2. Mills and estates rationalization exercises effective June 2021.	
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Slight changes to the time-bound plan since the last audit i.e. stretched to 2023 due to RSPO complaint panel on suspension of FGV. Moreover, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Based on the approved TBP and certification progress, there have been no isolated lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	As there is no isolated lapse, thus is no fundamental failure in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVP Tembangu 05, Ladang FGVP Chagar Perah 02, Ladang FGVP Selendang 03 and Ladang FGVP Bukit Sagu 08 status HCVRN closed referred HCV Chagar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangu 05 Estate, Selendang 03 Estate, Malaysia HCV Network . This area proceed with land clearing. Did not go NPP as this is certified area.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVP Tenggara 12 and FGVP Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.	Complied

<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a</p>	<p>Complied</p>
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	<p>socialization programme comprising a series of engagement sessions involving various stakeholders. Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has been carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Seriting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the</p>	
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	necessary preparations and is ready to resume the certification process once certification suspension is lifted.	
Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD). In 2023, out of 37 uncertified CUs, one of them (Nilam Permata – 31/12/2022) had ceased operation. Left 36 CUs – IA had been conducted for 30 CUs.	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	FGVPISB Lepar Hilir POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Lepar Hilir POM.	Not Applicable

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
								Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	3,565.72	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	1,704.53	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	2,960.36	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	1810.32	Certified	2017	2017	2022	No			

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<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 03	2,204.34	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 04	2,251.52	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 05	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Bukit Sagu</i>		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 04	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 06	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 07	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 08	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 9</i>		Certified	2017	2017	2022				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	2785.60	Certified	2017	2017	2022	No			

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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	2281.30	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	1281.20	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	1,634.94	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	1819.02	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	2,259.90	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	2,445.33	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	2,825.19	Certified	2017	2017	2022	No			

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<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	1794.53	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	2,770.48	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	2,334.95	Certified	2017	2017	2022	No			

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<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVPM Krau 02	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Hilir</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	2,889.54	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	2,646.97	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	1,412.79	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Triang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang 2	1682.62	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang 4	2371.09	Certified	2017	2017	2022	No			

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<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 1	1695.87	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	1641.91	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 01	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	1880.15	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New	

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										Certification by RSPO CP	
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	2258.75	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	2613.66	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	2076.09	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	2689.42	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	2934.70	Certified	2017	2017	2022	No			

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>		Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	2772.19	Certified	2017	2017	2022	No			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>		Certified	2017	2017	2022				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	1465.45	Certified	2017	2017	2022	No			

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<i>Kompleks Chini 3</i>	Malaysia	Ladang FGVPM Terapai 01	2169.07	Certified	2017	2017	2022	No			
<i>Kompleks Chiku</i>	Malaysia	<i>Kilang Sawit FGVPI Chiku</i>		Certified	2018	2018	2022				
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 04	2144.70	Certified	2018	2018	2022	No			
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 08	1931.57	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 2</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 2</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 2</i>	Malaysia	Ladang FGVPM Bera Selatan 03	2766.42	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 3</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 3</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 3</i>	Malaysia	Ladang FGVPM Keratong 11	1196.40	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	<i>Kilang Sawit FGVPI Kerteh</i>		Certified	2018	2018	2022				
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVPM Semaring 01	1246.47	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVAS Kerteh	111.95	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	<i>Kilang Sawit FGVPI Kota Gelanggi</i>		Certified	2018	2018	2022				
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS PPTR	2379.69	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS Kota Gelanggi 5	1382.79	Certified	2018	2018	2022	No			

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Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	894.79	Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	55.91	Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir		Certified	2018	2018	2022	No			

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Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	2178.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	1948.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	306.39	Certified	2018	2018	2022	No			
Kompleks Bukit Kepyang	Malaysia	Kilang Sawit FGVPI Bukit Kepyang		Certified	2018	2018	2022	No			
Kompleks Bukit Kepyang	Malaysia	Ladang FGVPM Terapai 03	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	1927.64	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 13	1643.63	Certified	2018	2018	2022	No			

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Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	2,241.97	Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	2073.16	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	1995.77	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	

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Kompleks Aring A	Malaysia	Ladang FGVPM Aring 4	2749.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 5	1393.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	2060.12	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07 (LADANG RASIONALISASI)	2249.29	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	2600.80	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia	

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										Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 10	2192.37	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 11	1791.57	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 15	1180.41	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Kilang Sawit FGVP Chalok		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New	

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Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 1	1618.55	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 2 (LADANG RASIONALISASI)	1471.29	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Serting Hilir 8	1712.29	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 17	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues	

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										and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 18	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 19 (LADANG RASIONALISASI)	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 20 (LADANG RASIONALISASI)	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Palong 21	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	

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Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	2410.65	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	1772.49	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	1473.91	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	1768.08	Not Certified	2020			Yes	2023	Suspension New	

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Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPi Lancang Kemudi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPi Embara Budi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 11	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 12	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 17	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 18 (LADANG RASIONALISASI)	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 20	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 25	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 56	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPi Sahabat 17	1,862.22	Not Certified				Yes	2023	Suspension New	

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Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	2999.50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	2788.86	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	2144.88	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	1902.06	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	1167.50	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	North	3486.87	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Central A	1813.32	Not Certified	2021			Yes	2024	Suspension New	

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TEOPP Mill	Malaysia	Central B	1820.14	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	South	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	IncoSetia Sdn Bhd	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	

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Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching		Not Certified	2020			Yes	2024	Suspension New	

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Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Sg. Tengi	Malaysia	Kilang Sawit FGVPI Sg. Tengi		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	

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Kompleks Semenchu	Malaysia	Kilang Sawit FGVP1 Semenchu		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Tawai 01	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Lawin	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Paloh	Malaysia	Ladang FGVP1 Paloh	1,331.80	Certified				Yes	2025	Suspension New Certification by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	14385.00	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	8193.06	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	

3.3 Details of Nonconformities

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

During this Assessment there were three (3) Critical; one (1) Minor nonconformities and three (3) Opportunity for Improvement raised. The FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2406643-202310-M1	Issued Date	13/10/2023
Due Date	11/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	The assessment of risks and procedures and control measures found not consistently implemented for operation of Tractor (transport of worker), Mini Tractor Grabber and Mist Blower.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p>1) Sighted workers (more than 5) at Block A Housing were transported using mini tractors in FGVP Lepar Hilir 5 Estate found not consistent with Safety and Health Guideline for Transportation of workers (FGVPM/L3/GPK-016, Ver. 2.0, dated 04/03/2022. Definition Workers Transportation: Vehicle to transport worker-motorized vehicle use to transport workers from or to workplace included motorcycle, lorry, 4 WD, Mechanisation vehicle with trailer or having seat that workers can sit to transport workers.</p> <p>2) Hiradc Form (FGV/PUC-OSH/F1.2 Pind.0) used to identify and assess hazard and risk from activities or process of Tractor, Mini Tractor, Badang, Toughfar and Mist Blower found no noise risk exposure assessment included in FGVP Lepar Hilir 8 Estate.</p> <p>3) Hazard identification, risk assessment and determining control (Hiradc) form (FGV/FGVPM/F(IMS)/1.3 Pin 1) dated 02/08/2023 for activity or process of Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Grabber found no noise risk exposure assessment included in FGVP Lepar Hilir 7 Estate.</p> <p>4) Inconsistency of control measure as sampled PPE Matrix Rev.02 in FGVP Lepar Hilir 7 Estate dated 01/03/2023 mentioned:</p> <p>a) Harvesting: Safety Helmet, Leather gloves, Rubber Shoes (High).</p> <p>b) Driver (Tractor): Safety helmet, Ear plugs, Safety Boots (Not Rubber shoes-stud).</p> <p>However, sighted during site visit drivers and group of harvesters (From India and Bangladesh) wearing Rubber Boots-stud with excuse of not comfortable for movement and sighted two Grabber driver wearing Rubber Shoes-Stud.</p>		
Corrections:	1) PIC in-charge for HIRADC to be re-trained by SHO.		

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	2) HIRADC for Tractor (transport of worker), Mini Tractor Grabber and Mist Blower will be reviewed by the management unit and submitted to SHO for verification.
Root Cause Analysis:	HIRADC preparation and monitoring was done by incompetence personnel at management unit level due to staff movement/relocation at site level.
Corrective Actions:	All activities at site level will be enforce as per HIRADC.
Assessment Conclusion:	<p>Verification statement</p> <p>1)</p> <p>a) Training for all PIC by the estate manager on 13/12/2023 on revision of HIRADC.</p> <p>b) Revision of HIRADC for Transportation document number FGV/PUCOSH/F1.2 Pind 0 to increase the severity rate from 3 to</p> <p>2)</p> <p>a) Revision for HIRADC for of Tractor, Mini Tractor, Badang, Toughfar and Mist Blower date 20/12/2023 to include noise risk exposure monitoring in the document FGV/PUC-OSH/F 1.2 Pind 0</p> <p>b) Noise risk assessment has been conducted by 13/12/2023 by Occumed consultancy service Sdn. Bhd</p> <p>c) Training for all PIC by the estate manager on 07/12/2023 on revision of HIRADC.</p> <p>3)</p> <p>a) Training for all PIC by the estate manager on 21/11/2023 on revision of HIRADC.</p> <p>b) Revision for HIRADC for activity or process of Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Grabber dated 21/11/2023 to include noise risk exposure monitoring in the document FGV/FGVPM/F (IMS1.3 pind 1)</p> <p>c) training PPE for harvester and driver has been conducted on 23/11/2023</p> <p>d) PPE issuance records has been verified for safety shoes.</p> <p>e) Revised PPE matrix which all drivers need to wear safety boots and while for harvester, they can choose either low boot with studs or high boots.</p>

Non-conformity			
NCR Ref #	2406643-202310-M2	Issued Date	13/10/2023
Due Date	11/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	3.8.12 (Critical)		
Statement of Nonconformity:	Inaccurate figure was found in the mass balance accounting.		
Requirement Reference:	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p>		
Objective Evidence:	Based on mass balance records in "Laporan Tahunan CPD ISCC/RSPO/MSPO 2022", it was noted that there is a dispatch of 293.19 mt of RSPO certified CPO		

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	[buyer ref.: MPCPO(R)]. However, in the PalmTrace system the quantity announced was 250.36 mt [ID no.: TR-2fe4c940-acab, dated 02/11/2022].
Corrections:	Mill to recheck and corrected the data entry in the accounting system.
Root Cause Analysis:	Volume diversion amounting 42.87mt was not captured in the mill accounting system.
Corrective Actions:	Continuous monitoring by the PIC (traceability) at mill's level. Any latest instruction from Logistic Department need to be monitored.
Assessment Conclusion:	<p>Verification statement</p> <ol style="list-style-type: none"> 1) Revision has been made by the management in the Laporan CPO ISCC/RSPO/MSPO Month September 2022 to align the total amount sold and announce in the palm trace which are 250.36mt. This is due to diversion. 2) The management of Lepar Hilir POM has established systems to monitor the records in Mass Balance and announcement in the palm trace in the document "crosscheck palm trace announcement". Sample has been taken for month September'23 and October'23 3) Communication with the FGV (Logistic) sighted dated on 21/12/2023 requesting for any amendment/rejection/diversion of CPO/PK sold

Non-conformity			
NCR Ref #	2406643-202310-M3	Issued Date	13/10/2023
Due Date	11/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	6.2.1 (Major)		
Statement of Nonconformity:	The applicable union collective agreements related to conditions of overtime was found against the actual implementation by the estates.		
Requirement Reference:	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.		
Objective Evidence:	Based on the Collective Agreement (CA) between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) with FGVPMSB Peninsular Workers Union (Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung); CA period: 1st January 2022 to 31st December 2024; COG. # 298/2022; Registered date: 01 December 2022, it was found that the conditions of Sub-Article 29.2 under Article 29 - Overtime Work was against the actual implementations of FGVPMSB Estates that requires workers written agreement prior to overtime work offered by the management.		
Corrections:	1)Revision of the applicable clause in the CA to suit the current implementation at the estate.		
Root Cause Analysis:	Collective Agreement (CA) was developed without alignment with latest Group Sustainability Policy.		
Corrective Actions:	CA will be reviewed and checked by Group Sustainability Division/relevant department prior implementation at business unit level.		
Assessment Conclusion:	Verification statement		

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	<ol style="list-style-type: none"> 1) Minutes meeting with union representative sighted and verified where the amendment of clause 29.2 has been discussed and agreed by the union representative. Meeting conducted on 17/10/2023. 2) Memo that disseminates to all operating units dated 18/10/2023 that has been signed by the Mr Rahimi Hisan, Chief executive office for FGVPM to mention the amended of clause 29.2 3) The amendment is still pending at the industrial courts as per email sent by human resources department dated 21/12/2023. 4) Interview with the sample workers confirmed that there is no force overtime has been practices and all the workers has rights to reject any overtime offered.
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Non-conformity			
NCR Ref #	2406643-202310-N1	Issued Date	13/10/2023
Due Date	12/11/2023	Closure Date	Next assessment visit
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	The verification of the authenticity of the information obtained from the indirectly sourced FFB was not adequately demonstrated.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	The mill has obtained all the required information and evidence listed in Indicator 2.3.1 of the indirectly sourced FFB. However, information such as GPS coordinates was not validated. As for example, the GPS coordinates given by an indirect FFB supplier (Mr Yap Poh Phing) is 3.542435, 103.141605. However, there was no validation made by the mill whether or not the information is authentic according to the supplier's land title.		
Corrections:	<ol style="list-style-type: none"> 1) Mill to appoint a designated personnel to validate the information (geo-coordinate) received from indirectly sourced FFB supplier by using reliable validation tools. 2) The verified geo-coordinate will be updated and recorded in the mill's record. 		
Root Cause Analysis:	There is no proper mechanism to validate the information received from indirectly sourced FFB supplier.		
Corrective Actions:	Information received from indirectly sourced FFB supplier will be verified and validate by the PIC using available online tools (i.e Google Earth).		
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit.		

Opportunity for Improvements	
OFI #	Description
OFI 1	2406643-202310-I1 Indicator 2.1.3

	The maintenance boundary marking to be further enhanced and more visibly seen at boundary adjacent to community area such as school and cemetery area.
OFI 2	<u>2406643-202310-I2</u> Indicator 3.1.3 The minutes of the management review meeting can be further improved by ensuring all the agenda stated in the standard guidance are included.
OFI 3	<u>2406643-202310-I3</u> Indicator 7.11.3 At Lepar Hilir 08 Estate, the engagement of adjacent stakeholders on fire prevention and control measures can be further improved by ensuring all of them are included.

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
PF 2	Retrieval of relevant documents was efficient.
PF 3	High interest was shown by the sampled workforce in implementing the RSPO Standard requirements.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2262423-202210-M1	Issued Date	22/10/2022
Due Date	20/1/2022	Closure Date	06/01/2023
Indicator & Category (Critical / Minor)	2.1.1 (Critical)		
Statement of Nonconformity:	Found inadequate compliance in Jadual Pematuhan and Clean Air 2014 Regulation at Lepar Hilir POM		
Requirement Reference:	The Unit of Certification complies with legal requirements.		
Objective Evidence:	<ul style="list-style-type: none"> 3 units of Canopy Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of CAR 2014 as required According to Term No 22 of License No 003247 for period of 01/07/22-30/06/23, Environmental Audit to be conducted 2 times a year by DOE 3rd Party Auditor but not yet conducted. While in previous period of license only conducted this year on 09/06/22 DOE 3rd Party Auditor (EA 0024) and reported to DOE Pahang for License No 003247 dated 16/07/21. 		
Corrections:	<ol style="list-style-type: none"> 1) Mill Management to conduct awareness regarding Jadual Pematuhan and DOE requirement by Eksekutif Alam Sekitar (EKAS) Zon. 2) To submit the notification to DOE pertaining to Canopy hood. 		
Root Cause Analysis:	Management do not notify DOE on Canopy Hood in Laboratory and not conduct 2 time a year by DOE 3rd party Auditor due to no monitoring and from the person in charge.		
Corrective Actions:	<ol style="list-style-type: none"> 1) Mill Management to discuss regarding requirement Jadual Pematuhan Alam Sekitar in Environment Performance Management Committee (EPMC) meeting. 2) To create the checklist and monitor the compliance of Jadual Pematuhan using Senarai Semak Jadual Pematuhan Syarat2 Lesen by annually. 		
Assessment Conclusion:	<p>As per document review below:-</p> <p>Notification to DOE for Canopy Hood:- (12)4045/LH/810/JAS 2022 dated 19/12/2022</p> <p>Environmental Compliance audit conducted on 16/12/2022 (JAS.CHQ 600-3/1/2/43/1/2022) by Mohd Taufiq (DOE Reg. EA0100)</p> <p>EPMC meeting conducted on 04/2022 dated 11/12/2022 attended by 8 management sighted discuss on Senarai Semak Jadual Pematuhan Syarat2 Lesen and latest issue. Thus Major NC was close on 6/1/2023.</p>		
Effectiveness Closure (for previous audit closed Critical NC):	<p>Notification to DOE for Canopy Hood:- (12)4045/LH/810/JAS 2022, was submitted to DOE on 19/12/2022. However, there was no response from the DOE for quite sometimes until the mill made a follow up on 23/8/2023. At that point of time, the DOE requested the mill to resubmit the application due to inadequate information and documents. The resubmission job was outsourced to Procoma Environmental (M) Sdn Bhd due to the mill does not have internal resource in term of expertise – ref. SPK3301638814/1301263830, dated 4/10/2023. The work commenced on 04/10/2023 to 18/10/2023. Procoma then notified DOE through letter dated</p>		

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	<p>04/10/2023 [ref.: PE/PB-FGVPI1023/01] and DOE acknowledged receipt on 5/10/2023.</p> <p>The PIC to monitor compliance status is Mr Khairul Anwar Mokhtar – ref.: letter dated 13/06/2023 from Mil Manager [(13)840A/4045/LH/SURAT LANTIKAN]. Latest audit was conducted on 23/5/23 by Mohd Taufiq B. A Talib (DOE Reg. No.: EA0100) and the next one will be done before 31/12/2023 according to SPK 3301630106/1301259283, dated 06/05/2023.</p> <p>There was no recurrence of non-conformity. Thus, the NCR remains closed.</p>
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Non-conformity			
NCR Ref #	2262423-202210-N1	Issued Date	22/10/2022
Due Date	13/10/2023	Closure Date	13/10/2023
Indicator & Category (Critical / Minor)	6.7.2 (Minor)		
Statement of Nonconformity:	Found the Peraturan Am Keselamatan (FPI-PK-001 dated 14/05/2022 and memo dated 05/03/2022 inadequately implemented.		
Requirement Reference:	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.		
Objective Evidence:	<ul style="list-style-type: none"> Actual sampled at site found high volume of shredded fibre storage, not properly stored and kept. Found cigarette buds at the area and storage too close to workshop where hotwork (welding/cutting) performed and create a potential high risk of fire for shredded/fibre that parking nearby. This was not followed as per working instruction Peraturan Am Keselamatan (FPI-PK-001 dated 14/05/2022 and memo dated 05/03/2022. 		
Corrections:	<ol style="list-style-type: none"> Conduct retraining on SOP emergency plan by SHO by workstation. To housekeeping at workshop area and place near shredded fibre. To monitor at work station by using checklist 'Semakan Keselamatan Work station' every 3 months. 		
Root Cause Analysis:	No monitoring and enforcement on at workshop area and place near shredded fibre due to lack of understanding.		
Corrective Actions:	<ol style="list-style-type: none"> To monitor on workplace inspection and will be discuss in OSHA meeting due to hazard and safety at workshop area and place near shredded fibre. To sell or transport out the EFB according to scheduled. To build up the EFB storage according to DOE requirement. To train the workers regarding to safety and establish the proper smoking area. 		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.		

Effectiveness Closure (for previous audit closed Critical NC):	Action taken was verified and during site visit improvement has been made and no recurring issue. Additional storage area to keep shredded fibre made and smoking area has been tightened around the mill.
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Non-conformity						
NCR Ref #	2262423-202210-N2		Issued Date		22/10/2022	
Due Date	13/10/2023		Closure Date		13/10/2023	
Indicator & Category (Critical / Minor)	3.4.2 (Minor)					
Statement of Nonconformity:	Pending issues from the previous report has not been highlighted in the current SIA management plan.					
Requirement Reference:	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.					
Objective Evidence:	From the outcome of the previous social impact assessment, it has been highlighted that the is issues with foreign workers permit renewal workers for each estate. Management plan sighted and there is evidence that the management for each estate has taken sufficient action as per management plan. It also has been remarked as closed by the SIA assessor. Verification has been done by the auditor and found out that there is still pending permit renewal since 2021. However, it has not been highlighted in the latest social impact assessment management plan. Hence, Minor nonconformities has been raised.					
Corrections:	To include on pending permit renewal in new SIA assessment.					
Root Cause Analysis:	No capture by SIA assessor regarding pending permit renewal since 2021 in new SIA report due to no proper checklist for SIA assessment.					
Corrective Actions:	1. The management to discuss SIA Issues in mitigation plan 2. The management need to support the evidence regarding SIA issues especially on pending permit renewal. 3. To develop checklist to monitor issues on pending permit renewal endorsed by JTK wilayah. 4. To develop checklist for SIA assessment					
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.					
Effectiveness Closure (for previous audit closed Critical NC):	Verification conducted during on-site assessment found that based on SIA conducted, recommended social improvement plan were established, implemented and monitored in documented checklists as per sample issues as following:					
	Social issue	Significance	Mitigation	Intended outcome	Recommended action	Monitoring frequency
	Gender committee program	High	Reduce	Management support in programs	Management to obtain information of activity budget in paperwork	Continuous

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	Workers' awareness on new housing construction & existing housing repair	Extreme	Repair	Housing improvement plan	Communication of housing improvement plan	Annually
	Medical cost of RM 200 for daily rated workers insufficient	High	Repair	Effective communication with management	Analysis on medical costs by management	Annually
	Workers' awareness on annual KPI	High	Repair	Increase understanding and transparency on preparing	- Discussion with HR - Self-assessment - Consultation with workers	Annually
	Foreign workers permit and passport renewal delay	High	Follow-up	On-time renewal of foreign workers permit and passport	- Regional HR to communicate weekly on renewal status - Estates to monitor and follow-up weekly on renewal and expiry date	Weekly
the corrections and corrective actions taken confirmed to be effective to address the issue. Hence, Minor NC is closed.						

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: <u>2262423-202210-I1</u> <u>Indicator 5.2.2</u> There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule". For FGVPISB Lepar Hilir POM under Region 01, will be conducted on 24-26 January 2023 at Grand Puteri Hotel, Kuala Terengganu. OFI raised by the auditor to ensure that the programme conducted and will be verified during the next audit.</p> <p>Verification / Follow-up actions: FGV Holdings Berhad via its Sustainability Certification and Compliance Department (SCCD) personnel and FGVPISB Lepar Hilir POM management has conducted consultation sessions with independent smallholders i.e. <i>Program Bersama Pekebun Kecil Persendirian</i> (ISH Inclusion) on 6/7/2023 as part of its smallholder support initiatives. These smallholders are among settlers from Felda Lepar Hilir attended the consultation programs with agenda include the following: Seminar 1: FGV's commitment to palm oil sustainability</p>

	<p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p> <p>It was also specified in the consultation sessions that FGV able to assist smallholders in sustainability certifications where in current developments, most smallholders already certified with MSPO under the management of Felda. Both FGV and Felda management are working towards achieving RSPO certifications for the settlers in the future to improve their management of oil palm farm as well as productivity of FFB yields that ultimately improve their livelihoods.</p>
OFI 2	<p>OFI Statement:</p> <p><u>2262423-202210-I2</u></p> <p><u>Indicator 6.1.2</u></p> <p>Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there is no recruitment fees has been charged. Further verification has been done through interview and found out that there is still recruitment cost (medical checkup fees, transport cost) been paid by the workers itself.</p> <p>The management for FGV Holdings Berhad has established system to monitor compliance for "zero recruitment fees" to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop centre and at the estate where the workers has been allocated. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p> <p>OFI has been raised to ensure that the management keep monitor the effectiveness of the implementation of the system that been established.</p> <p>Verification / Follow-up actions:</p> <p>Based on sample workers consultation and documented information, all workers have entered into employment voluntarily with all recruitment fees borne by the company for foreign workers.</p> <p>There's also a Memo Arahan; Ref. # (24)HREO/WW/01/1/2023; Date: 1/9/2023 on Standard Operating Procedure (SOP) Bagi Kerja Lebih Masa (KLM), Kerja Cuti Rehat (KCR) & Kerja Cuti Am (KCA); SOP # FGV/FGVPM/SOP/HR-01; Ver. # 0.0; Effective date: 13/9/2023 by FGV head office which restricted that workers overtime, off-day and public holiday works only allowed with written agreement of the workers themselves.</p> <p>Passport was kept by the workers themselves.</p> <p>There is no contract substitution as the employment contract signed between FGV and embassy of Indonesia and India was same with the employment contract signed between worker and estate/mill.</p> <p>No penalty, debt bondage and withholding of wages been imposed to worker if they want to resign. This has been confirmed through the interview and employment contract signed.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2262423-202210-M1	Critical	2.1.1	22/10/2022	Closed on 06/01/2023
2262423-202210-N1	Minor	6.7.2	22/10/2022	Closed on 13/10/2023

2262423-202210-N2	Minor	3.4.2	22/10/2022	Closed on 13/10/2023
2406643-202310-M1	Critical	3.6.1	13/10/2023	Closed on 26/12/2023
2406643-202310-M2	Critical	3.8.12	13/10/2023	Closed on 26/12/2023
2406643-202310-M3	Critical	6.2.1	13/10/2023	Closed on 26/12/2023
2406643-202310-N1	Minor	2.3.2	13/10/2023	"Open"

3.4 Stakeholders and previous land owner / user consultation

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
School representative	Sekolah Menengah Kebangsaan Lepar Hilir	Face to face interview
Local community representatives / Felda FFB Suppliers (Settlers)	- Ketua Peneroka Felda Lepar Hilir 1 - Ketua Peneroka Felda Lepar Hilir 4 - JKRR Felda Lepar Hilir 1	Face to face interview
Neighbour estate representative	IOI Detas Estate Sustainability Officer	Face to face interview
External FFB Supplier/Vendor	Ravi Jaya Enterprise	Face to face interview
Gender committee representative	Lepar Hilir POM & Lepar Hilir Estates	Face to face interview
Workers/Union representative	FGVPISB employee union representative FGVPMSB employee union representative Foreign workers representative	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: School representative</p> <p>The estate and mill management has given full cooperation in any activities conducted at school. School attendance among the workers children is good. The contribution was made by the management by sending the workers to clean the fences as well grass cutting and donation.</p> <p>Audit Team verification and response: No further issue.</p>
2	<p>Feedbacks: Local community representatives</p> <p>The mill management has given full support and training on the FFB price, monthly meeting was conducted to discuss the FFB Quality and improvement plan.</p> <p>Audit Team verification and response: No further issue.</p>
3	<p>Feedbacks: Neighbour estate representative</p> <p>Management always received invitation by FGV to attend stakeholder consultation meeting and to give feedbacks if any. Both IOI and FGV estate management has good relationship and communicate well. Boundary between IOI Detas Estate and FGV Lepar Hilir 8 Estate clearly demarcated.</p> <p>Audit Team verification and response: No further issue.</p>
4	<p>Feedbacks: External FFB Supplier/Vendor</p> <p>The management has given good cooperation for FFB suppliers to sell the FFB, although with some quotas, which he believes if the management can increase his quota. The management has communicated well to the contractors.</p> <p>Audit Team verification and response: No further issue.</p>
5	<p>Feedbacks: Gender committee representative</p> <p>The rights of all women employees always protected by company. Entitlements such as maternity leave provided according to legal requirements. Pregnant and breastfeed mother are given light works and prohibited from chemical handling work. Gender committee association (<i>Kelab Keluarga Dayabudi</i>) programs fully supported by company's management.</p> <p>Audit Team verification and response: No further issue.</p>
6	<p>Feedbacks: Workers/Union representative</p> <p>All workers are given freedom to join workers association by management. Latest copy of Collective Agreement (CA) between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) with FGVPMSB Peninsular Workers Union (<i>Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung</i>); CA period: 1st January 2022 to 31st December 2024 available.</p> <p>Audit Team verification and response: Verification of CA found that the conditions related to workers' overtime was found against the actual implementation by the estates. Finding was raised due to this. Refer indicator 6.2.1.</p>

List of landowner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
No previous land owner as already 2 nd cycle of planting					

Previous landowner / user comment	
	Feedbacks:
	Audit Team verification and response:

3.5 Impartiality and conflict of interest



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

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGVPI Bukit Sagu Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPI Bukit Sagu Palm Oil Mill is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Valence Shem	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 18/01/2024	Date: 23 JAN. 2023

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	<p>FGV has established SOP for information request from relevant stakeholders and documented in '<i>Komunikasi, Penglibatan dan Rundingan</i>' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>Among documents made available upon requests during on-site including stakeholder consultation minutes of meeting, complaint reports, land title, occupational safety and health plan, HCV report, stakeholders list, SEIA assessment report, management plan and policies.</p> <p>Socialization of Group Sustainability Policy was made during latest external stakeholder consultation conducted at Lepar Hilir 05 Estate Public Hall on 13/9/2023.</p>	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Lepar Hilir Certification Unit upon request. Policies & guidelines were available in the company's website via link as following: https://www.fgvholdings.com/sustainability/policies-guidelines/ .	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	All operating units within Lepar Hilir POM certification unit implemented ' <i>Buku Rekod Penerimaan Surat & Email</i> ' and ' <i>Borang Aduan Kerosakan (BA 1)</i> ' to record any request from external stakeholders. Receiver and Manager will be acknowledged and responded if necessary. Sampled one of the requests as following:	Complied

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		<ul style="list-style-type: none"> - Lepar Hilir 05 Estate: No external stakeholders' request received. Latest internal stakeholders requested on housing repair dated on 1/10/2023 for house # 30 - Lepar Hilir 06 Estate latest housing repair request latest dated 29/9/2023; resolved date: 5/10/2023 <p>Lepar Hilir 07 Estate; Request dated on 10/2/2023 by Felda Lepar Hilir 1/4 Manager of Reference Documents for Integrated Pesticide Control Management Plan; Doc. # FGV/ML-1A/L2-Pr3; Issue # 1; Rev. # 0; Effective date: 1/6/2026</p>	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed procedure of '<i>Komunikasi, Penglibatan dan Rundangan</i>'; Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. External stakeholders were briefed on the procedure during stakeholder meeting latest conducted 13/9/2023.</p> <p>Nominated representatives of the mill and estate within certification unit are as following:</p> <ul style="list-style-type: none"> - Lepar Hilir 05 Estate: Assistant Manager; Appointment as Communication Officer letter; Dated: 5/8/2020 - Lepar Hilir POM: Assistant Manager, Executive Assistant & System Assistant; Appointment as RSPO & MSPO Communication Officers (1, 2 & 3) letter; Dated: 12/6/2023 - Lepar Hilir 07 Estate: Assistant Manager; Appointment as Communication Officer letter; Dated: 25/2/2023 	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Stakeholder list has been updated accordingly with the contact and details of stakeholder. The list has included government authorities, contractors, local communities, and suppliers as following:</p> <ul style="list-style-type: none"> - Lepar Hilir POM; Update: 29/8/2023 - Lepar Hilir 05 Estate; Update: 17/5/2023 - Lepar Hilir 06 Estate; Update: 1/8/2023 	Complied

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		<ul style="list-style-type: none"> - Lepar Hilir 07 Estate; Update: 24/8/2023 - Lepar Hilir 08 Estate; Update: 1/9/2023 	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (Policy # FGV/SED/POL/001 dated 17/11/2020; Rev. 4.0) was developed and signed by Dato' Mohd Nazrul Izam Mansor, the Group Chief Executive Officer (CEO). The policy detailed the responsibility and compliance to the policy and FGV's commitment to sustainability.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy # FGV/GHR/POL/039 Rev. 4.0) was established which incorporated various aspect of committing to a code of ethical conduct and integrity and each of the employees need to read through the policy and accepted via online. The Supplier Code of Conduct was available in the company's website (Doc. Version 001.05.2020) which outlined the business ethics & integrity for all the suppliers with FGV Holdings Berhad and all the contractors and suppliers must sign on the Supplier Code of Conduct (SCOC).</p> <p>Implementations including addendum in employees work agreement as per sample as following:</p> <ul style="list-style-type: none"> - FGV Holdings Berhad Kod Tatalaku Dan Etika Perniagaan; # Polisi: FGV/GHR/POL/039; Rev. 4.0; Effective date: 1/1/2020 - <i>Syarat-syarat Perkhidmatan Petugas Bergaji Hari FGV Palm Industries Sdn. Bhd.</i> FGV Holdings Berhad Code of Business Conduct & Ethics; Policy # FGV/GHR/POL/039; Rev. 4.0; Effective date: 1/1/2020. 	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>The implementation of the policy and overall ethical business practice involving contractors engaged by the company that required them to sign the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. The</p>	Complied

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		<p>policy documented as FGV Holdings Berhad Group Sustainability Policy; Board of Directors Approval Date: 17/11/2020.</p> <p>The latest SCOC briefing was conducted on 1/3/2023 in a vendor/supplier meeting.</p> <p>Monitoring including internal audit and visit by Regional Controller (RC) as following:</p> <ul style="list-style-type: none"> - Lepar Hilir 06 Estate Internal audit date: 21-22/8/2023 - Lepar Hilir 05 Estate Internal audit date: 21-22/8/2023 - Lepar Hilir 07 Estate Internal audit date: 21-22/8/2023 - Lepar Hilir 06 Estate Internal audit date: 23-24/8/2023 - Lepar Hilir 08 Estate Internal audit date: 23-24/8/2023 - RC Visit to Lepar Hilir 07 Estate; Date: 5/9/2023 	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>As sampled FGVPISB Lepar Hilir POM and its estates have maintained a compliance monitoring of all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. CF, licenses and permits validity was sampled and verified. Among others, the licenses/permit verified were:</p> <p><u>FGVPM Lepar Hilir 5 Estate</u></p> <ul style="list-style-type: none"> • Aliff Haiqal b. Zakaria (Competent Certificate) CePSWaM valid 28/07/22-28/07/2023. • MPOB License (FFB); License Number: 559601002000. License Validity Period: 01/04/2023 – 31/03/2024. Estate Area: 2889.54 Ha. • MPOB License (Nursery); License Number: 569156011000; License Validity Period: 01/02/2023 – 31/01/2024. 	Complied

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		<ul style="list-style-type: none"> • CF For Air Compressor Maker No BX6070174, PH PMT 82059 1,350 kilo pascal valid from 19/05/2022-18/11/2023. <p><u>FGVPISB Lepar Hilir POM</u></p> <ul style="list-style-type: none"> • Prescribed Premise License No. 003247 under Section 18(1) of EQA 1974 valid from 01/07/2023-30/06/2024. • Term no 22 from license required 2 times 3rd Party Environmental Audit was conducted On 16/12/2022 by Mohd Taufiq (EA0100) and 23/05/2023 by Moh Taufiq (EA0100). • MPOB License No. 500205504000 for Selling and Transport (FFB, PK, CPO, SPO), buying and transport (FFB, PK, CPO), Storage (PK, CPO, SPO) and milling (FFB) valid from 01/04/2023-31/03/2024. • MPOB License No. 618347003000 for Selling and transport (PK, CPO) and Buying and transport (PK, CPO) valid from 01/07/2023-30/06/2024. • License No. 2022/03754 (Form F) for private installation of 3,600kW under Regulation 9 of Electrical Supply Act 1990 valid from 01/01/2023-31/12/2023. • Registration Certificate of Water Resources Use No 0017 for surface water intake from source Sungai Batu for processing FFB valid from 01/01/2020-31/12/2023. • Certificate of Fitness: PH PMT 5566 (Steam Header), PH PMT 5565 (Steam Header), PH PMT 4604 (Air Receiver), PH PMT 541(Air Receiver), PH PMT 890 (Dearator Header SS), PH PMT 4201 (Air Compressor), PH PMD 139 (Boiler), PH PMA 1070 (Electric Chain Hoist and etc found valid till 23/06/2024. • Canteen Operator (Hamidah) has attended Food Handling Training on 18/05/2013 and (Norlelawati) on 22/11/2014 and taken Typhim vaccination (Typhoid) (20/08/2023-20/08/2026). • Diesel Permit from KPDNKK under Regulation 9(2) of Control of Supplies Goods Regulations 1974. Quantity 25,000 Litres validity: 31/05/2021-30/05/2024. • Audiometric Test and Physical Examination was conducted by IFZ OSHMED Supplies Sdn. Bhd. between 02/09/2023-15/09/2023 under Dr. Kamal Izzat Emir b. Kamal Hakim (JKKP HQ/23/DOC/00/011) involving 68 workers. Results 10 	
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		<p>workers having Hearing Impairment (New cases) caused by Noise and reported to DOSH (JKKP7) Medical Examination required by OHD & DOSH Notification within 30 days from Annual Audiometry. 8 Workers having Hearing Impairment (Old cases) and required to be referred to Medical Examination by OHD.</p> <ul style="list-style-type: none"> • Competency Certificate (CepSWaM) for Scheduled Waste Management of Ng Kok Cheong (Serial No: CePSWaM/04497). • Competency Certificate (CePPOME) for Certified Environmental Professional in Treatment of Palm Oil Mill effluent of Ahmad Fuhairrah (Serial No: CePPOME/00146). <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <ul style="list-style-type: none"> • Diesel Permit for 10,000 litres No. C003475 (PHG/PD/K/19/2018) valid from 16/11/2021-15/11/2024. • MPOB License No 559043002000 for size of estate (2,647.02 Ha) valid from 01/03/2023-29/02/2024. <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <ul style="list-style-type: none"> • MPOB License No. 558970002000 with size of 1,412.79 Ha valid from 01/03/2023-29/02/2024. • Petrol Ron 95 Permit from KPDNKK Ref No. PHGHEP.PHG.600-5/1/4/213 for 50 Litres/daily. • JKKP 8 for statistics of accident 2022 was sent to DOSH dated 05/01/2023 (Ref: JKKP 8/121986/2023). 	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Established and documented a Manual Procedure, Legal and Other Requirements (FPI/L2/QOSHE 2.0, 29/11/2016). The applicable legal requirements as stated in Register of Legal and Other Requirements. (FPI/L4/QOSHE-2.1 Pind 0). Sighted a reference for showing updates for Legal and Act Register Reference. This documents comprised of list of updated Legal Requirements (Act, Regulations, Order, Enactment). Among updated in 2023 included:</p> <ul style="list-style-type: none"> • Road Transport Act 1987 (updated 27/09/2023) 	Complied

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		<ul style="list-style-type: none"> • Solid Waste and Public Cleansing Management Regulations 2011 (updated 22/09/2023). • Guideline Application for Control Goods Permit (Updated 28/08/2023). • Control of Supplies Regulations 1974 (Updated 28/08/2023) • Anti Sexual Act 2022 (Updated 14/08/2023) and etc. • Fire Services (Fire Certificate) (Amendment) Regulations 2020 (POM Only) (Updated 04/07/2023). • Employment Act (Amendment) 2022 (updated 04/07/2023). 	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The estates have installed boundary markers as sighted during the visit at the field. This confirmed that they have maintained boundary markers by installing the red/white pole and signage mark with Boundary Stone No. 14.3/73.3 In addition, there were trenches and road to mark the separation of properties of each estate.</p> <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <p>The maintenance boundary marking to be further enhanced and more visibly seen at boundary adjacent to community area such as school and cemetery area (OFI).</p>	OFI
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>A list of contracted parties is maintained in the stakeholder list that has been updated accordingly with the contact and details of stakeholders updated as following:</p> <ul style="list-style-type: none"> - Lepar Hilir POM; Update: 29/8/2023 - Lepar Hilir 05 Estate; Update: 17/5/2023 - Lepar Hilir 06 Estate; Update: 1/8/2023 - Lepar Hilir 07 Estate; Update: 24/8/2023 - Lepar Hilir 08 Estate; Update: 1/9/2023 	Complied

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2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements as per samples for recruitment agencies as following:</p> <ol style="list-style-type: none"> 1) Indonesian Workers Recruitment Agency: PT Cahaya Lombok, Lombok Indonesia; Date Due D: 31/5/2022; Agreement for The Supply of Migrant Workers from Source Country between FGV Plantations (Malaysia) Sdn. Bhd. and PT Cahaya Lombok; Date of commencement: 2) Indian Workers Recruitment Agency: Ayaan Consultancy Services; Date: 19/4/2022; Agreement for The Supply of Migrant Workers from Source Country between FGV Plantations (Malaysia) Sdn. Bhd. and Aayan Consultancy Services; Ref. # FGV/FGVPM-JTK/Contract/AGN; Date of commencement: 4/8/2022; Revision # 4.0 <p>Due diligence process of recruitment agencies involved the evaluation of availability of service delivery of following:</p> <ul style="list-style-type: none"> - Agency fee - Flight ticket - Medical - Bestinet - Visa - Insurance - Pre-Departure /Certificate - Documentation - Local transport - Uniform - Handling airport <p>Additionally, the selection criteria of recruitment agencies including the availability of following:</p>	Complied
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		<ul style="list-style-type: none"> - Policies & SOPs: Recruitment process, Contract Agreement, Grievance Mechanism <p>Which in-relation to FGV's:</p> <ul style="list-style-type: none"> - Legal, FGV's policies & SOP compliance - recruitment activities/process (planned) - Recruitment costs - Force labour indicators - Human rights compliance <p>Upon evaluation/due diligence completion, the final selection will be based on following:</p> <ul style="list-style-type: none"> - Section 1: Labour Agent/Recruiter's information - Section 2: Mode of Recruitment <p>Section 3: Pre-departure (pre-selection, selection process, costs & deployment) and arrival</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>All contracts including those for FFB supply contain clauses disallowing child, forced and trafficked labour, and where young workers are employed, the contracts include a clause for their protection. These were verified from sample agreement as following:</p> <ul style="list-style-type: none"> - <i>Makluman Tawaran Harga Belian BTS FGV Trading Sdn Bhd</i>, FFB Purchase Offer Letter ref # (44)FGVTSB/FFBPD/HQ/01; Date: 11/03/2020; Supplier: Rxx Jxx Enterprise - FFB Transport Agreement # 0063-2023/2024; Effective date: 01/01/2023 - 31/12/2024; Transporter: Kxx Mxx Oil Palm (Transport) Sdn Bhd 	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins 	<p>Verified list of direct sourced FFB supply to FGVPISB Lepar Hilir Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p>	Complied

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	<ul style="list-style-type: none"> Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> Source of FFB Address of plantation/dealer MPOB license and Validity Coordinate and size of plantation 	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>The mill has obtained all the required information and evidence listed in Indicator 2.3.1 of the indirectly sourced FFB. However, information such as GPS coordinates was not validated. As for example, the GPS coordinates given by an indirect FFB supplier (Mr YPH) is 3.542435, 103.141605. However, there was no validation made by the mill whether or not the information is authentic according to the supplier's land title. Thus, a non-conformity report was assigned due to this lapse.</p>	Non-compliance
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Lepar Hilir POM and FGVPMSB Estates have documented an annual business plan in the form of annual budget and the projection for 3 years (until 2026) which is prepared as guidance for future planning. The business plan contains the information about FFB processed, Estimated CPO Price, Estimated PK Price, Estimated Shell Price, Estimated Sludge Oil Price. The sampled estates are implementing the similar concept with the mill. The estates' business plans contain Projected Crop, Maintenance & Supervision, General Charges and Financial Cost.</p>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>An annual replanting programme is available projecting the proposed replanting programme from 2023 to 2028. Based on the programmes, there will be no replanting for the next 5 years due to none of the planting phases reach the age of 25 years in the next 5 years.</p>	Complied
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p>	<p><u>FGVPISB Lepar Hilir POM</u></p>	OFI

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	<p>- Minor compliance -</p>	<p>Management Review was conducted at planned interval on 04/09/2023 at Meeting Room of Lepar Hilir at 10.00a.m. Attended by Mill, Manager, Asst Manager, other staff as in attendance list. Input or discussion covering:</p> <ul style="list-style-type: none"> • Results of inter audit (19 NCs raised and to be closed before external audit), External audit between 09-13/10/2023. • Customer satisfaction or complaints (no complaint received so far). • Production (All records of delivery kept, and summary presented) • Environment (No significant environmental impact as assessment conducted). • Social (No new social impact, mitigation and action plan implemented). • Continual improvement (Implementation of Continual Improvement Plan such as EFB Management, Diesel usage, Increase OER and KER) • Other matters. <p>The minutes prepared by Muhammad Amran Hadi (Asst Manager) and approved by Mohamad Nor Hafizi b. Kasim (Mill Manager).</p> <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <p>Management Review was conducted on 21/09/2023 at Meeting Room of Estate. Attended by Estate Manager, Assistant Managers, Supervisors, Clerks and Administration staff. Among input and discussion covering:</p> <ul style="list-style-type: none"> • Internal Audit status (conducted on 23/08-24/08/2023). • Social issues (PPE, SIA, Salary, Employment Contract, Housing, Gender Committee, Human Rights) • Environment (Water Management Plan, Natural Sources of Water, IPM, Store Management, Aspect and Impact, HCV, Waste Management, GHG Calculation) • Economy • Legal (Updates, Land use rights) • OSH (Chemicals Use, CHRA,) • Policies (Briefing and communication). 	
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		<ul style="list-style-type: none">Documentation (Continual improvement, RSPO briefing, Certification Audit, Agronomist Report)Continual Improvement (Yield, reduce use of chemicals, Environmental impacts, Waste Reduction, GHG Emission, Impact to community). Minute prepared by Siti Nur Syahidah (Asst Estate RSPO) and approved by Estate Manager.																			
Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.																					
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates within Lepar Hilir complex established continuous improvement plan based on identified main social impacts and opportunities to be achieved within 2023 financial year period as per sample as following:</p> <table><tr><th>Impact</th><th>Aspect</th><th>Risk</th></tr><tr><td>Piping system to worker housing was very old and rusty</td><td>Clean water</td><td>Disruption to user. Users to acquire and purchase from outside</td></tr><tr><td>Domestic waste from housing collected once a week affected the hygiene to the residences</td><td>Domestic waste management</td><td>Cleanliness effected due to the overloaded.</td></tr><tr><td>Worker doesn't know the status of progress for their housing maintenance</td><td>Complaint procedure</td><td>Unrepair damages may cause to big problem. Worker to repair on their own.</td></tr><tr><td>Concern of electrical short-circuit due to the old wiring still exist.</td><td>Housing inspection and safety</td><td>Burned down or short-circuit incident may occurred</td></tr><tr><td>Contract worker didn't aware on the public holiday because it was not displayed.</td><td>Public holiday</td><td>Workers didn't know public holiday.</td></tr></table>	Impact	Aspect	Risk	Piping system to worker housing was very old and rusty	Clean water	Disruption to user. Users to acquire and purchase from outside	Domestic waste from housing collected once a week affected the hygiene to the residences	Domestic waste management	Cleanliness effected due to the overloaded.	Worker doesn't know the status of progress for their housing maintenance	Complaint procedure	Unrepair damages may cause to big problem. Worker to repair on their own.	Concern of electrical short-circuit due to the old wiring still exist.	Housing inspection and safety	Burned down or short-circuit incident may occurred	Contract worker didn't aware on the public holiday because it was not displayed.	Public holiday	Workers didn't know public holiday.	Complied
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		Medical cost for foreign workers limited to MYR200.00 per year which is not enough to bare the cost due to high medical cost charge by panel clinic which cause to salary deduction from their salary	Medical subsidy does not enough to cover foreign worker's medical cost.	Grievance from worker Salary deduction Increase employer cost
		Sexual harassment complaint procedure was not clear by gender committee	Information disseminates and complaint channel	No channel to make complaint on sexual harassment
		Feedback from school management on the FFB lorry used main road in front of the school main gate during morning and afternoon.	Road traffic and students' safety during morning and afternoon	Traffic congestion Student safety Lorry smoke
		Gender committee budget for paperwork proposed to management yet to approved.	Financial budget for gender committee program	Gender committee activities Committee own expenses Committee involvement reduce
		Construction of 12 units workers housing stop due to contractor's issued	Workers' housing	Workers to rental outside house. Increase of worker's monthly expenses
		Workers did not get copy of employment contract agreement to understand their annual leave and termination contract.	Copy of reference employment contract agreement with understand language by workers	Workers unable to understand on their rights.
		<p>For specific issues, the improvement plan to be implemented immediately as following:</p> <ul style="list-style-type: none"> - Reviving of unfinished new housing quarters project; Date: 20/9/2023 		

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		- Pelan Tindakan untuk Ketidakpatuhan Integrasi Audit Dalam Pensijsilan Kelestarian 2023 Lepar Hilir Estate; Date: 23-24/8/2023	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	Lepar Hilir POM Certification Unit has filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. Based on verification through various documents such as land titles, JKKP report, employees register, computer software recording system, to name a few, the data reported in the metrics template were found to be accurate.	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Documented Standard Operating Procedures (SOPs) for FGV PISB Lepar Hilir POM were available and maintained in a file. There were 16 SOPs [doc. No.: FPI/L3/1-01 to FPI/L3/16-01] in total which covered the entire operation of the mill including administration. The SOPs were established on 02/01/2001 and last updated on 23/10/2017.</p> <p>For the estates, "<i>Manual Ladang Sawit Lestari</i>" (Oil Palm Plantation Sustainability Manual) is in place.</p>	Complied
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>FGV has established mechanism to check the consistency of procedure established such as 'Ketua Zon' visit, RC visit, internal audit or internal request email. Sighted the 'Ketua Zon' visit report recorded in the Management Visit logbook.</p> <p>Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned</p>	Complied

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		twice a year by Sustainability Department, refer to internal audit carried out at specific operating units.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The practices consistently monitored by mill and plantation advisors and recommendations for improvements are given to maintain the sustainable practices. Mill advisor, Operation Technical Officer, Regional General Manager visits the operating units to ensure implementations of procedures are consistent.	Complied
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	<p>No new planting in all estates within Lepar Hilir POM certification unit. For existing operations, the SEIA was based on <i>Garis Panduan Kajian Penilaian Impak Sosial</i> (SIA); FGV/GSD-SCCD/GL/02; December 2020 a <i>Laporan Kajian Penilaian Impak Sosial & Alam Sekitar Kompleks Lepar Hilir</i> (SEIA report) documented for following:</p> <ul style="list-style-type: none"> - FGVPI KS Lepar Hilir - FGVPM Ladang Lepar Hilir 05 - FGVPM Ladang Lepar Hilir 06 - FGVPM Ladang Lepar Hilir 07 - FGVPM Ladang Lepar Hilir 08 <p>By Ahmad Akram Abd Jalal & Azwan Muhammad; Sustainability Compliance & Certification Department Group Sustainability Division FGV Holdings Berhad; Revision 1 – Jan 2022; Review 2 – September 2023.</p> <p>EIA addressed in Laporan Aspek Impek Alam Sekitar melalui aktiviti perladangan, bahan buangan dan pencemar [RSPO 2023 (Kriteria 5.1/5.3/5.6)]. Evaluation is done using “pengenalpastian aspek dan penilaian impek [form no.: FGV/FGVPM/IV/IMS/15/1.6 Pind 1].</p>	Complied

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3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Mitigation measure is established based on identified significant aspect from the environmental aspect and impact evaluation. The mitigation measures were incorporated through various mechanism such as implementation of standard and/or safe operating procedure, implementation of emergency response plan, water management plan, wastes management plan, bio-diversity management plan, implementation of 3R to name a few.</p> <p>Based on assessment, recommended social improvement plan were established, implemented and monitored in documented checklists as per sample issues as following:</p> <table><tr><th>Social issue</th><th>Significance</th><th>Mitigation</th><th>Intended outcome</th><th>Recommended action</th><th>Monitoring frequency</th></tr><tr><td>Gender committee program</td><td>High</td><td>Reduce</td><td>Management support in programs</td><td>Management to obtain information of activity budget in paperwork</td><td>Continuous</td></tr><tr><td>Workers' awareness on new housing construction & existing housing repair</td><td>Extreme</td><td>Repair</td><td>Housing improvement plan</td><td>Communication of housing improvement plan</td><td>Annually</td></tr><tr><td>Medical cost of RM 200 for daily rated workers insufficient</td><td>High</td><td>Repair</td><td>Effective communication with management</td><td>Analysis on medical costs by management</td><td>Annually</td></tr><tr><td>Workers' awareness</td><td>High</td><td>Repair</td><td>Increase understanding and</td><td>- Discussion with HR</td><td>Annually</td></tr></table>	Social issue	Significance	Mitigation	Intended outcome	Recommended action	Monitoring frequency	Gender committee program	High	Reduce	Management support in programs	Management to obtain information of activity budget in paperwork	Continuous	Workers' awareness on new housing construction & existing housing repair	Extreme	Repair	Housing improvement plan	Communication of housing improvement plan	Annually	Medical cost of RM 200 for daily rated workers insufficient	High	Repair	Effective communication with management	Analysis on medical costs by management	Annually	Workers' awareness	High	Repair	Increase understanding and	- Discussion with HR	Annually	Complied
Social issue	Significance	Mitigation	Intended outcome	Recommended action	Monitoring frequency																												
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		on annual KPI			transparency on preparing	- Self-assessment - Consultation with workers		
		Foreign workers permit and passport renewal delay	High	Follow-up	On-time renewal of foreign workers permit and passport	- Regional HR to communicate weekly on renewal status - Estates to monitor and follow-up weekly on renewal and expiry date	Weekly	
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -	The established plan was latest reviewed in a participatory way on 13/9/2023. during Stakeholder Consultation Meeting. The mill and estates were consistently monitoring its effectiveness of mitigation measures through various mechanism such as analysis of ETP final discharge, analysis of monsoon drain discharge, upstream & downstream of river water monitoring, scheduled wastes movements and monitoring of smoke emissions through CEMS and stack sampling, to name a few. Based on its Environmental Aspect and Impact Evaluation procedure [FPI/L2/QOSHE-1.0], clause 8.1.8, the evaluation will be reviewed should there be any changes of the organization's activity. The review of the effectiveness of the mitigation plan is done from time to time through various mechanism such as management review meeting and as at when the monitoring results are obtained.						Complied
Criterion 3.5: A system for managing human resources is in place.								
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.	Employment procedures documented as Senarai Utama Manual Pengurusan Tenaga Kerja Sektor Perladangan; Ref. # FGV/JTK/MAN/001; Rev. # 3.0; Effective date: 17/4/2023 for both local and foreign workers recruitment. There's also a specific policy of foreign workers recruitment i.e. FGV Group Guidelines						Complied

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	- Minor Compliance -	<p>and Procedures for Responsible Recruitment of Foreign Workers; Ref. # FGV/FGVPM-JTK/POL/001; Rev. # 0; Effective Date: 27/5/2022.</p> <p>Besides, FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers which available in FGV website link as following: https://www.fgvholdings.com/wp-content/uploads/2022/07/FGV-Guidelines-Procedures-for-Responsible-Recruitment-and-Employment-MWs.pdf</p> <p>The procedure describes as guideline and incorporating with the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment. Workers and their representatives can access the procedure on the website or upon request.</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV Holdings Berhad have signed an agreement with the approved agents for all countries and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from the workers during the recruitment process. The cost of the recruitment process was detailed in the agreement. While for local workers, new applicant needs to fill up application, undergo interview process and medical examination. Sample of various newly recruited workers has been taken and verified. There is evidence that the employment procedure has been effectively implemented. Further confirmation done through interview with the newly recruited workers.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Hirardc (FZGV/FGVPM/M(IMS 1.3 Pind 1) revised for Harvesting dated 04/-8/2023 and on 24/02/2023 due to accident involving harvester:</p> <ul style="list-style-type: none"> Mohamad Amanot Fokir (FFB Loader) on 13/03/2023 at PM16K Block 15. (JKKP 6 Raised and notified on 21/03/2023). Fall down while collect FFB. Hirardc revised on 20/03/2023. 	Non-compliance

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		<ul style="list-style-type: none"> • Rukit Sanjaya (Harvester) on 06/08/2023 at PM12H Block 3. Leg steps on knives. 9 days MC. Hirardc revised on 11/08/2023.6, • Safayet (Harvester) on 29/07/2023 at PM15J Block hand cuts while adjusting the pole lengths. Hirardc revised on 04/08/2023. <p>Sighted a Hirardc conducted for Power Barrow (Mechanisation) conducted on 17/05/2023 approved by Estate Manager and prepared by Rasydan Syah (Asst Manager). Noise Risk (1 X 3 =3: Low) Current risk control to conduct NRA.</p> <p>While workers at Block A Housing found group of workers (more than 5) transported using mini tractors. Sampled Safety and Health Guideline for Transportation of workers (FGVPM/L3/GPK-016, Ver. 2.0, dated 04/03/2022. Purpose to ensure activity of transportation of workers to and from work area always in safe and healthy condition. Definition Workers Transportation: Vehicle to transport worker-motorized vehicle use to transport workers from or to work place included motorcycle, lorry, 4 WD, Mechanisation vehicle with trailer or having seat that workers can sit to transport workers.</p> <p><u>FGVPISB Lepar Hilir POM</u></p> <p>Hirardc Register dated 01/09/2023 approved by Mill Manager with list of activities such as Electrical, Felsco, Office, Canteen, Crane and Thresher, Loading Ramp, Kernel Plant, Prime Mover and other processes. A total of 51 activities/processes was assessed and risks level were determined. Actual assessed on 29/12/2022. The risks level and priority of action to be further determined and included to clearly decide the actual risk level (Low, medium, high) currently only showing scoring point. All risks assessed score found having proposed control measures.</p> <ul style="list-style-type: none"> • Water Treatment and 42 other activities clearly included dated reviewed 01/09/2023 and approved by Mill Manager. All assessment of risks found adequately conducted from sampled records. • Noise Risk Assessment (Baseline) was conducted by Haniff Jamaluddin (HQ/08/PEB/00/87) from Yellow Tulips Resources on 05/05/2020. Results showed that Grader at Loading Ramp, Boilerman at Boiler, technician at Workshop, Nut & Kernel Operator and Supervisor at all areas exceeded NEL. 	
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		<p>Recommendation actions were clearly proposed and found implemented such as audiometric test, PPE, Warning Sign as seen at mill during site visit.</p> <ul style="list-style-type: none"> • CHRA was conducted by Dr. Yasriza b. Yahaya (HQ/10/ASS/00/8) from Occumed Consultancy & Services Sdn. Bhd on 17/06/2022. 8 Work Units sampled covering Lab Assistant, Boilerman, Water Treatment Operator, Mechanical Technician, Electrical Technician, Driver, Scheduled Waste Operator, Storekeeper. Related recommendation made by assessor and implemented by mill management. <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <p>Hiradc was reviewed dated 26/06/2023 covering Gelanggang Futsal, Pest Control dated 08/02/2023, Rat Baiting dated 08/02/2023, Harvesting and FFB Loading dated 08/02/2023, Office dated 08/02/2023, Diesel Skid Tank dated 08/02/2023, Manuring dated 08/02/2023, Buffer Zone Monitoring dated 08/02/2023. SOP Hazard Identification, Risk Assessment and Determining Control (Hiradc) (FGV/PUC/SOP-OSH/001) Rev.00, dated 01/02/2019. The SOP used as reference and guidance for implementation of hazard identification, assessment of risks and control measures.</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>CHRA was conducted by Nur Izzati Salleh (HQ/22/ASS/00/00052) from ETOSH Consult & Engineering Plt on 22/06/2023.</p> <p>Hiradc Form (FGV/PUC-OSH/F1.2 Pind.0) used to identify and assess hazard and risk from activities and proposed control measure to reduce risk identified. Among activities covering Tractor, Mini Tractor, Badang, Toughfar. Dated 05/05/2023 by Muhammad Safwat Sahal b. Sakri and Approved by Ahmad Azwarino Hamran (Estate Manager). Found no noise risk exposure included. All sub activities assessed as Low Risks including transport of workers. Others such as Pest control dated 05/05/2023, Manuring dated 05/05/2023, also all risks are low.</p> <p>NRA was conducted by Haniff Jamaluddin (HQ/08/PEB/00/87) from Hanstech Solution Services Sdn. Bhd on 13/04/2022. Exposure results: Tractor Driver</p>	
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		<p>(Kamal Pir), Mini Tractor (Zainal Abidin), Mist Blower (Islam Md Saiful) (All above 82 dB(A) Mention no PPE (hearing protection provided) Required to provide to them as required by related regulations. Audiometric test to be conducted and training provided. Spraying and Premix Hiradc dated 05/05/2023 found not included Mist Blower as NRA recommended to be controlled. Audiometric Test was conducted on Abdul Jalil and Md Shajan Ali Mondol on 10/06/2023. Noise briefing was conducted on 12/04/2023 attended by workers as attendance list attached.</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>Hazard identification, risk assessment and determining control (Hiradc) form (FGV/FGVPM/F(IMS)/1.3 Pin 1) dated 05/06/2023 approved by Faizal Ahmad (Estate Manager). Activities Manuring, Spraying. Further sampling on Process of Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Graber. Dated 02/08/2023 and approved by Faizal Ahmad (Estate Manager): Item No. 5: Vehicle movement (Transport of worker). Hazard for not sitting properly have effect of fall from vehicle. Current Risk control: Briefing, training and inspection. Risk Assessment: $1 \times 4 = 4$ (Low Risk). No new control measure propose as low risk is acceptable. Noise Risk exposure for drivers found not included in the hazard and risk assessment as 2 Grabber drivers wearing ear plugs and high noise level observed at site when engine is running. The potential contact of grabber (danger zone) to be assessed as observe while picking of FFB at Block 3 (Peringkat 11) a worker nearly hit as he stands within the danger zone.</p> <p>Sighted during site visit drivers and group of harvesters (From India and Bangladesh) wearing Rubber boots-stud and Rubber Shoes (High) reason not comfortable for movement and Grabber driver wearing Rubber shoes-Stud as control measure of risk.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Safety and Health Inspection was conducted to monitor and ensure effectiveness of OSH program. OSH Briefing was conducted during opening meeting to explain emergency condition and response that included evacuation and assembly point at Lepar FGVPM Lepar Hilir 5, 6, 7 and 8 Estates.</p>	Complied

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		<p>Sighted OSH Plan Year 2023 which included plan and actual date of implementation such as:</p> <ul style="list-style-type: none"> • Setting of OSH Objectives • SHC Meeting • OSH Training • Medical Surveillance • CHRA • Noise Risk Assessment • Chemicals Handling Training • First Aider Training • Review of Hiradc • First Aid Box Inspection • Fire Extinguishers Inspection • Safety Checklist. <p><u>FGVPISB Lepar Hilir POM</u></p> <p>As sampled in related indicators, implementation was effective as compared to OSH Plan was established for Year 2023 that consist of:</p> <p>Monthly basis</p> <ul style="list-style-type: none"> • Monthly OSH Report update online (Databank) • PPE Use Inspection • LEV inspection • Machinery and vehicle inspection <p>Quarterly</p> <ul style="list-style-type: none"> • SHC Meeting • Workplace Inspection • Inspection of first aid box 	
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		<ul style="list-style-type: none"> • Inspection of fire extinguishers 6 monthly • Chemical exposure monitoring (CHRA recommendation) Annually • Medical surveillance • Audiometric test • LEV Inspection • NRA • Hiradc Update OSH Training • Hearing Conservation Programme • Chemical handling • Fire drill/use of fire extinguisher • Policy, legal and OSHA Act Others • CHRA (every 5 years) • NRA (Every 5 years) • First Aider (Every 2 years) • AGT & AESP (Every 2 Years). 	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Lepar Hilir 5, 6, 7 and 8 Estates</u></p> <p>Available TNA Year 2023 where all needs of training analyse considering all staff (Manager, Asst Manager, Supervisors, Clerks Mandores, workers, Contractors, Scheme Smallholders and out-growers), taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C.</p>	Complied

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		<p>Training Programmes Included Environmental Topics such as Scheduled Waste Management, HCV Management, Domestic Waste Management, RTE, Wildlife, Cabi, Aspect and Impact Assessment, Spillage Drills, Open Burning Restriction. Social Aspect Topic such as SIA, RSPO & MSPO, Company Policies, Sexual Harassment. OSH Topic such as Hirarc, Chemicals handling and OSH Legal requirements. ERP Topics such as Fire Drill, 1st Aider and Fire Extinguisher Use.</p> <p><u>FGVPISB Lepar Hilir POM</u></p> <p>Sighted Training Needs Analysis Year 2023 where all needs of training analysed considering all staff (Manager, Asst. Manager, Supervisors, Lab, Clerks, Mechanical, Electrical, workers, Contractors, Scheme Stakeholders, Biogas), taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C. Main Category of Training consist of Environment, Social Aspect, OSH Aspect, ERP. Training Schedule Year 2023 was sampled and comprise of Plan and Actual training as mentioned above. Among training plan and conducted included:</p> <p>Schedule Waste Management: Plan (June), Actual (07/06/2023)</p> <p>Domestic Waste Segregation: Plan (May), Actual (07/05/2023)</p> <p>Wildlife, RTTE, Cabi: Plan (August), Actual (30/08/2023)</p> <p>Prohibition of Open Burning: Plan (September), Actual (11/09/2023)</p> <p>Company policies: Plan (May 2023), Actual (29/05/2023, 09/05/2023, 05/09/2023)</p> <p>Chemicals handling: Plan (August), Actual (18/08/2023)</p> <p>First Aid: Plan (July), Actual (11/07/2023) and others.</p>	
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Sighted training records in FGVP Lepar Hilir retained such as:</p> <ul style="list-style-type: none"> • Training Certificates for Basic Training of Eurostar Tractor dated 26/09/2023 attended by 5 drivers (Munggah, Ali Makmun, Md Robel Hossain, Md Osman Goni, Sahrudin) • Ahmad Fathul Aziz attended Tractor Driving and Maintenance on 10/01/2022. 	Complied

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		<p><u>FGVPISB Lepar Hilir POM</u></p> <ul style="list-style-type: none"> • Hearing Conservation Programme was conducted on 29/09/2023 and attended by 17 workers. • Fire Extinguishers Use was conducted on 01/09/2023 and attended by 30 workers. • Briefing on Wildlife was conducted on 30/08/2023 and attended by 36 workers • First Aid Briefing was conducted on 11/07/2023 and attended by 42 workers. • Sexual Harassment Briefing was conducted on 23/06/2023 and attended by 36 workers. • Briefing on Aspect and Impact was conducted on 06/06/2023 and attended by 30 workers. • Chemical Handling Training was conducted on 17/08/2023 and attended by 9 workers. • Whistleblowing Online Briefing was conducted on 29/05/2023 and attended by all workers. • RSPO & MSPO Supply Chain Certification Scheme was conducted on 08/05/2023 and attended by 9 workers including Mill Manager, Asst. Manager and related staff.' • Hirardc Briefing was conducted on 13/04/2023 and attended by 3 staff. • PPE Briefing was conducted on 26/04/2023 and attended by all workers. <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <ul style="list-style-type: none"> • Training records sighted and maintained such as: • Spraying training on 01/10/2023 at PR23P attended by 3 Sprayers Prem, Rajendra & Mithu Sekh). And on 27/09/2023 attended by 5 Sprayers at PM 143 (Liakat Ali, Artam, Subham, Rafiqul, Prasenjit Malick) <p><u>FGVPM Lepar Hilir 7 Estates</u></p>	
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		<p>Sighted attendance list for training record (Eurostar Tractor Driving Training) conducted on 26/09/2023 at FGV Chini Timur 4 attended by all drivers from FGV Lepar Hilir Complex. Represented by Jeli Permana, Amir Hamzah from Lepar Hilir 7.</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Specific task for tractor driver training was conducted by Lembaga Pertubuhan Peladang as training certificate issued to:</p> <ul style="list-style-type: none"> • Kamal Pir (10/01/2022) • Satria Utama (07/04/2021) 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The specific RSPO and MSPO Supply Chain Certification Scheme (SCCS) was conducted on 14/09/2022 at Dewan Hiliran Utama Lepar Hilir POM and attended by:</p> <ul style="list-style-type: none"> • Mohamad Nor Hafizi b. Kasim (Mill Manager) • Mohamd Muslihuiddin b. Razali (Asst. Manager) • Tajuddin b. Mustappa (PE) • Mohd Shahrul Ikram b. Hamid (Weighbridge Clerk) • Rosidi b. Bahadun (Area Quality Supervisor) • Abd Aziz b. Abd Hamid (JAM) <p>Test was conducted after the training to measure level of understanding and scored more than 95% (Passed).</p> <p>Sighted in Annual Training Programme and Audit 2023, a plan of RSPO SCCS (HQ) planned in April, RSPO SCCS (Staff/Repeat) planned in June and December. Stated clearly that Specific Requirement for SCCS Training needed to:</p> <ul style="list-style-type: none"> • Weight Bridge Clerk • Lab Analysis • Manager • Ast. Manager 	Complied

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		<ul style="list-style-type: none"> Grader/Mill Quality Inspector Security 	
Criterion 3.8: Supply chain requirement for mills			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	NA as the mill opted for MB model.	Complied
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	Lepar Hilir POM received and processed both RSPO certified and non-certified FFB hence applied Mass Balance Module for its supply chain. Lepar Hilir 5 Estate, Lepar Hilir 6 Estate, Lepar Hilir 7 Estate and Lepar Hilir 8 Estate are currently the RSPO certified FFB suppliers of Lepar Hilir POM which consists of about 30% of its overall FFB received.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied

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	then be recorded in each subsequent annual surveillance report.		
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Registration of transaction is done through the utilisation of RSPO Palmtrace. Verification of the RSPO Palmtrace showed that the mill has met all the registration and reporting requirements.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Documented procedure for supply chain has been documented in the procedure title "Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021. Stated in the procedure, responsibilities of the person in charge, supply chain model, transaction, purchase and selling.</p> <p>Training records for supply chain has been done and verified based on the training records dated 14/09/2022.</p> <p>The Mill manager has appointed the Assistant Manager as the person in-charge of SCCS in the mill.</p> <p>Documented procedure for receiving and processing has been documented in the procedure with supply chain in clause Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021; Section - 6.6.</p>	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: 	Established and documented Internal Audit for Sustainability Certification Procedure (FGV/GSD-SCCD/SOP/04) dated 03/09/2020. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.	Complied

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	<p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal audit was conducted between 12 & 18/09/2023 RSPO SCCS. Auditor from HQ (Mod Yusuf b. Salbani) assigned to conduct SCCS audit in Lepar Hilir POM. Two NCR raised under indicator 3.8.4 Registration of Transaction. The proposed action was made accordingly.</p> <p>Management Review for SCCS was conducted on 21/09/2023 at Meeting Room attended by Mill Manager, Asst Manager and Staff. Discussed in the meeting the 2 NCRs raised mentioned to referred to CAP for action taken implementations. Related CAP for ISPO Internal Audit where both findings stated with root causes investigated. Immediate Action and Long-term action proposed. Evidence to close the NCRs were sighted and clearly mentioned to closed both NCRs.</p>	
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket number.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p> <p>The mechanism for handling non-conforming FFB and/or documents is addressed under "RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021, section "Notis Amaran/Handling Non-conformance Material & Document" which reads if the FFB supplied found to be not certified after being processed, the CPO or PK shall be downgraded to non-certified.</p>	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be</p>	<p>Minimum information for RSPO certified products is made available in a few documents such as weighbridge ticket, gate-pass, certificate of analysis, etc.</p> <p><u>Palm Kernel</u></p> <p>Sampled Contract: RSPG1370E</p>	Complied

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	<p>presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>Buyer: name and address were stated in sales contract (<i>but not disclosed in this report</i>)</p> <p>Seller: Kilang Sawit Lepar Hilir</p> <p>Delivery order: L00000231/2023</p> <p>Cargo weight: 15.60 mt</p> <p>Commodity: RSPO-certified 100%</p> <p>Certificate number: RSPO 666408</p> <p>Unique identification number – shipping instruction/confirmation</p> <p>Shipping announcements were made by FGV marketing department located at Kuala Lumpur headquarter. The list of announcements made can be accessed in the RSPO PalmTrace.</p>	
3.8.9	<p>Outsourcing Activities</p> <ol style="list-style-type: none"> The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification The mill shall ensure the following: <ol style="list-style-type: none"> The mill has legal ownership of all input material to be included in outsourced processes The mill has an agreement or contract covering the outsourced process with each contractor through a 	<p>Transportation of CPO and PK is done by FGV's sister company i.e., FGV Transport Services Sdn Bhd. As per contract agreement, the contractor is required to comply with all the RSPO SCCS requirements. There is also a clause to require the contractor to provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	Complied

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	<p>signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Information about the name and contact details of the contractor was made available by the mill for verification.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The mill is aware about they are to inform the CB the names and contact details of any new contractors used for physically handle the RSPO certified products. Nonetheless, there was no new outsourced party engaged.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>FGVPISB Lepar Hilir Palm Oil Mill has maintained the accurate, complete, up-to-date, and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements.</p> <p>In the RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021, it has been defined that the retention time for all records and report is at least 2 years.</p> <p>Mass balance recording is done through utilization of "LAPORAN TAHUNAN BTS ISCC/RSPO/MSPO (Tahun)" [Annual Report of FFB ISCC/RSPO/MSPO (Year)]. It is a computerized system where certified and non-certified material and products</p>	Non-compliance

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	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>movement is recorded. Based on verification of Mass Balance recording, it was found that the certified CPO and/or PK were always delivered from positive stock. However, based on mass balance records in "Laporan Tahunan CPD ISCC/RSPO/MSPO 2022", it was noted that there is a dispatch of 293.19 mt of RSPO certified CPO [buyer ref.: MPCPO(R)]. However, in the PalmTrace system the quantity announced was 250.36 mt [ID no.: TR-2fe4c940-acab, dated 02/11/2022]. Thus, a non-conformity report was assigned due to this lapse.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The facility is using the actual extraction rate and therefore updating of rates is not necessary. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.</p>	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the</p>	<p>NA as the mill opted for MB model.</p>	Complied

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	RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	Shipping announcement in the RSPO PalmTrace platform is carried out by the mill when RSPO certified products are sold as certified to buyers. RSPO certified volumes sold conventional were removed in the RSPO PalmTrace. There has been no removal due to sales under different scheme, underproduction, or loss or damage.	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	The RSPO trademark was not employed, but the facility possesses an understanding of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	Corporate information can be verified by visiting the company's website at https://www.fgvholdings.com/ . FGV Holdings Berhad has stated that they have acquired RSPO certification and adhere to RSPO standards. Notably, the RSPO trademark is not utilized on the website.	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p> <p>B. display the RSPO web address (www.rspo.org)</p> <p>C. state that the member supports the work of RSPO</p> <p>D. state the member's history with regard to RSPO</p> <p>E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership</p>	<p>In corporate communications, FGV Holdings Berhad has stated under "Standards and Certification" that they are a member of RSPO: FGV was amongst the first agricultural companies to obtain the RSPO mill certification in 2010.</p> <p>The website does not display RSPO trademark.</p>	Complied

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4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	FGV Bukit Sagu POM does not use the RSPO corporate logo.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	FGV Lepar Hilir POM does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	No evidence of RSPO corporate logo used by FGV Lepar Hilir POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document, and promotional material etc.)	Complied
4.6	RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:	NA as the mill is an RSPO member under its parent company, FGV Holdings Berhad.	Not Applicable

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	<p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	NA as no product specific communication is made.	Not Applicable
5.1.2	Product-specific communications are voluntary.	NA as no product specific communication is made.	Not Applicable
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number	NA as no product specific communication is made.	Not Applicable

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	must be shown immediately under or next to the RSPO Label or the statement itself.		
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	NA as no product specific communication is made.	Not Applicable
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 	NA as no product specific communication is made.	Not Applicable
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	NA as no product specific communication is made.	Not Applicable

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5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	NA as no off-pack claim is made.	Not Applicable
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	NA as no off-pack claim is made.	Not Applicable
5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	NA as no off-pack claim is made.	Not Applicable
5.3 On pack claims			

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5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	NA as no on-pack claim is made.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable

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	D) For Products covered with Book and Claim (B&C): <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* *Add RSPO TM Licence Number below or next to the claim.	NA as no on-pack claim is made.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	NA as no on-pack claim is made.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	NA as no on-pack claim is made.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	NA as no on-pack claim is made.	Not Applicable
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	NA as no on-pack claim is made.	Not Applicable
MODULE A – IDENTITY PRESERVED			
	95% of the palm oil content must be RSPO IP certified.	NA as the mill opted for MB model.	Not Applicable
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	NA as the mill opted for MB model.	Not Applicable
Messaging			
	Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:	NA as the mill opted for MB model.	Not Applicable

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	<ul style="list-style-type: none"> The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 		
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> RSPO Trademark that includes the tag "CERTIFIED"; or RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	NA as the mill opted for MB model.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	CPO and PK produced only from RSPO certified FFB is considered/claimed as RSPO MB Certified. The Mass Balance sheet was verified and confirmed that those CPO and PK produced from uncertified source is not claimed. Thus, those RSPO MB-certified material is considered to content 100% RSPO MB certified oil palm content.	Complied

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	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Lepar Hilir POM only applies MB model, and the conventional CPO are downgraded from MB whenever demanded.	Complied
Messaging			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	No evidence of storytelling in product related communication. Hence, this requirement is not applicable.	Not Applicable
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	NA as no product-specific communications labelling was made by the facility.	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			

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Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the company commitment to respect human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Verified latest communications made with the workforce and external stakeholders during Lepar Hilir POM Stakeholder Consultation Meeting; Date: 13/9/2023.	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	FGV Holdings Berhad prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in FGVPI Lepar Hilir POM and all operating units that been confirmed through interview with both workers and stakeholders.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	The mill and estates established complaint procedure ' <i>Menangani aduan dan rungutan</i> ', Doc. No.: FGV/ML-1A/L2- dated 01/04/2019 and ' <i>Prosedur Menangani Aduan dan Rungutan</i> '; SOP # FGV/GSD-SCCD/SOP/010 respectively. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint must be resolved within 2 months from the date of discussion in third stage. Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.	Complied

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4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	Procedures in place are ' <i>Menangani aduan dan rungutan</i> ', Doc. No.: FGV/ML-1A/L2- dated 01/04/2019 and ' <i>Prosedur Menangani Aduan dan Rungutan</i> '; SOP # FGV/GSD-SCCD/SOP/010; Version # 3.0; and Policy Title Grievances Policy # FGV/GHC/POL/034; Rev. 3.0; Effective date: 8/7/2022. The procedures include flow chart to ensure that the system is understood by the affected parties, including by illiterate parties.	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	The mill and estates continue to maintain grievance records received from both internal and external stakeholders together with actions taken. No grievance and/or complaints received from external stakeholders by the mill and estates since last audit. For internal stakeholders, onsite interview with sample workers confirmed that they were informed on the progress of their grievances lodged according to timeline. Based on the document review of complaint records, sighted completed external complaint sample as following: <i>Buku Aduan dan Rungutan KS Lepar Hliir</i> ; Latest date: 19/5/2023 " <i>Lori menunggu lama untuk masuk membuang BTS</i> " & <i>Masa had 10 mini perlu dikurangkan bagi buah kurang 2 tan (10 minit hingga 5 minit)</i> ; <i>masalah shovel yang rosak dan telah panggil shovel luar untuk membantu</i> ; <i>Status: Selesai 20/5/2023</i> ; <i>Tindakan: Arahan penggunaan jambatan timbang kedua selepas selesai penghantaran</i> .	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	The mill and estates adopted FGV Holdings Berhad's SOP for Complaint & Grievance, Doc no: FGV/ML-1A/L2-Pr13 issue 01, rev.: 02 dated 01/04/2019 with no changes. Under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to <i>Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian</i> (RSPO or MSPO) as a solution. As of the on-site assessment date, no such issue of grievance in all operating units since last audit.	Complied

Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.

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4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	Contributions demonstrated as per sample as following: - Lepar Hilir 05 Estate: Sumbangan Hari Raya Pekerja; Date: 19/4/2023 - Lepar Hilir POM: Contribution to PIBG SK LKTP Lepar Hilir; Date:11/5/2023 - Lepar Hilir 06 Estate: Free bus transportation contribution for school children transport to Karnival Pendidikan Kerjaya Murid Sukses Peringkat Negei Pahang Tahun 2023	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -	Documents showing legal ownership or lease, or authorised use available as per sample as following: Lepar Hilir 05 Estate - Total area: 2,889.54 ha; 10 titles as per samples: - Title # 3592; Lot # 3344; Area: 233.1 ha Lepar Hilir 06 Estate - Total area: 2,646.97 ha; 6 titles as per samples: - Title # 3597; Lot # 3347; Area: 687.00 ha Lepar Hilir 07 Estate - Total area: 2,317.04 ha; 13 titles as per samples: - Title # 18191; Lot # 1330; Area: 25.72 ha Lepar Hilir 08 Estate - Total area: 1,412.79 ha; 8 titles as per samples: Title # 17959; Lot # 1313; Area: 227.07 ha	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied

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	information on the steps that are taken to involve them in decision making. - Minor compliance -		
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	Field maps available for both estates with location map and layout plan of the mill. No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied

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	- Critical (Major) compliance -		
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	No issues of customary right in the mill and estates within Lepar Hilir POM certification unit as the lands are leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Complied
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied

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4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			

4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as '<i>Pengenalpastian dan penyelesaian pertikaian tanah</i>'; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016.</p> <p>The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as '<i>Pengenalpastian dan penyelesaian pertikaian tanah</i>'; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016.</p> <p>The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as '<i>Pengenalpastian dan penyelesaian pertikaian tanah</i>'; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016.</p> <p>The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence</p>	<p>No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other</p>	Complied

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	of the participation of affected parties, and made publicly available to them. - Minor compliance -	user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other	Complied

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	employment and supply contracts to benefit from plantation development. - Minor compliance -	user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with external stakeholders among neighbours and local communities confirmed no land conflict with the company.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied

		Consultation with external stakeholders among neighbours and local communities confirmed no land conflict with the company.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with external stakeholders among neighbours and local communities confirmed no land conflict with the company.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	No new plantings in both estates within Lepar Hilir POM certification unit. All operating units demonstrated their legal use rights with no customary or other user rights been denied. In case of any, procedure available in documentation as ' <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> '; Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with external stakeholders among neighbours and local communities confirmed no land conflict with the company.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.	FGV Trading will update the daily 1% Oil Extraction Rate (OER) price, which will be available online and directly connected to the weighbridge system. Before	Complied

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	- Minor compliance -	<p>commencing the weighing activity, the weighing clerk will establish a connection with the weighbridge system to obtain the 1% OER price for the day. Once the price is obtained, the clerk will promptly update it on the notice board at the weighbridge counter.</p> <p>During the audit, it was observed that the price for 19/10/2023 was RM 39.00 per 1% OER, and for 18/10/2023, it was RM 38.00 per 1% OER. This price is subsequently printed on the weighing ticket, serving as a price record for that day and acting as a reference for the supplier.</p> <p>Current and previous FFB prices were available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will update the daily FFB prices to the mill on a daily basis.</p> <p>Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices and FFB prices report for the month of June - September 2023.</p>	
5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Lepar Hilir POM effectively explained the Fresh Fruit Bunch (FFB) price to external FFB suppliers during the agreement signing process. A sample agreement between the POM and Ravi Jaya Enterprise was presented, which included attachments such as the Supplier Code of Conduct (SCOC) and FFB price calculation formulas. These documents serve as essential references and guidelines for smallholders, aiding them in comprehending the FFB price calculation and promoting transparency in the pricing procedure.</p> <p>There is evidence that FGVPISB Lepar Hilir POM has communicated the FFB pricing to all smallholders based on the communication records between the management and smallholder. It also has been further verified through interview with sample external smallholder and Felda settlers where they can demonstrate their understanding on how FFB pricing has been calculate.</p>	Complied

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5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Each FFB purchase contract outlined in the first schedule the provisions related to payments, including Weekly Payment and National Volume Incentive Payment as following:</p> <ul style="list-style-type: none"> - Weekly Payment: This entails a payment equal to the total value of Fresh Fruit Bunches (FFB) delivered during a week (Monday to Sunday). It is calculated based on the daily FFB price per 1% Oil Extraction Rate (OER). The Purchaser (Mill) is responsible for making this payment to the Supplier at any time before the end of the following week. - Final Payment: This payment covers any remaining outstanding amounts and is made by the Purchaser to the Supplier at any time before the end of the subsequent month. - National Volume Incentive Payment: Payment for the National Volume Incentive will be disbursed by the Purchaser to the Supplier at any time before the end of the following month, if applicable. <p>Details of FFB pricing has been outline in the contract agreement between the FGVPIB Lepar Hilir Palm Oil Mill and external FFB supplier. Sample has been taken for 3 smallholders. Mentioned that FFB pricing will be calculated based on daily MPOB pricing for both CPO and PK including other cost such as CESS MPOB, transport costs, storage cost and processing cost.</p> <p>Specific for Felde settlers, information provided during monthly coordination meeting as per records of Minit Mesyuarat JPPK (Jawatankuasa Permuafakatan Produktiviti & Kualiti); FGVPIB Kilang Sawit Lepar Hilir Bil. 8; Date: 28/7/2023; Venue: Pancing Resort; Attended by Felde Lepar Hilir 1,2,3 & 4 Manager & Field Controller; Ketua Peneroka, AQS Lepar Hilir POM & Mill Manager including FGVPMSB Lepar Hilir 5,6,7 & 8 Estate Managers.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments</p>	<p>Felde settlers (Felde Scheme Smallholders) are indirectly involved in the decision-making process through their representatives in the Jawatankuasa Permuafakatan, Produktiviti & Kualiti (JPPK) meetings. The committee consists of Felde Estate Managers, Felde Settlers Representatives, and Manager/Assistant Manager of FGVPIB Lepar Hilir POM. The presence of all parties, including</p>	Complied

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	<p>through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>women, was evidenced through the stakeholder list, indicating that diverse stakeholders are given the opportunity to participate and contribute to the decision-making process. This inclusion ensures that the perspectives and interests of Felda settlers are taken into consideration in relevant discussions and decisions.</p> <p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe as per sample verified as following:</p> <ul style="list-style-type: none"> - Surat Tawaran Belian Buah Tandan Segar (BTS) Pembekal Luar Harga Harian; No. Surat Tawaran: 9G45-4045; Name: Husin Bin Osman; MPOB: 565889901000; Date: - Surat Tawaran Belian Buah Tandan Segar (BTS) Pembekal Luar Harga Harian; No. Surat Tawaran: 9G45-4045 (Kod Kilang FGV); Name: Lee Kiang Heng; MPOB: 535225101000; Date: 20/1/2022 	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given as per sample Penyata Akuan Bayaran BTS (Persendirian) verified as following:</p> <ul style="list-style-type: none"> - For 1-8/10/2023; Husin Bin Osman; Payment Date: 9/10/2023 (within 14 days) Ref. # 20110 - For 1-8/10/2023; Lee Kian Heng; Payment Date: 9/10/2023 (within 14 days) Ref. # 20120 	Complied

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5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis as per latest records as following:</p> <ul style="list-style-type: none"> - "Perakuan Penentuan Timbang dan Sukat" Cert. # D 149579; Serial # 00996616GM; Safety sticker # DE180114073; Date: 27/7/2023; Weighbridge capacity: 70,000kg; IND 310 by De Metrology Sdn. Bhd. - "Perakuan Penentuan Timbang dan Sukat" Cert. # B 1894159; Serial # 201650410; Safety sticker # 21KQ012797; Date: 10/5/2023; Weighbridge capacity: 60,000kg; ZM 510 by De Metrology Sdn. Bhd. 	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>FGV via the mill indirectly supports the Felda Settlers mainly with MSPO certification through JPPK. RSPO certification for Felda Settlers was still in-progress under the Felda management. There's also no other external independent smallholders certification managed by the mill since only 1 smallholder (Ravi Jaya Enterprise) out of a few is actively supplying FFB to the mill currently.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates established complaint procedure '<i>Menangani aduan dan rungutan</i>', Doc. No.: FGV/ML-1A/L2- dated 01/04/2019 and '<i>Prosedur Menangani Aduan dan Rungutan</i>'; SOP # FGV/GSD-SCCD/SOP/010 respectively. The complaints will be solved in 14 days (first stage), 14 days (second stage). This procedure outlines the steps and mechanisms for receiving and addressing complaints and grievances, including those raised by smallholders.</p> <p>The procedure includes provisions for recording and addressing complaints, designating responsible individuals to handle complaints, and ensuring anonymity for sensitive complaints. By having a documented procedure in place, Lepar Hilir POM & Supply Bases demonstrate their commitment to addressing and resolving complaints and grievances raised by affected parties, including smallholders.</p> <p>The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit as verified during the assessment.</p>	Complied

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Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad via its Sustainability Certification and Compliance Department (SCCD) personnel and FGVPISB Lepar Hilir POM management has conducted consultation sessions with independent smallholders i.e. <i>Program Bersama Pekebun Kecil Persendirian</i> (ISH Inclusion) on 6/7/2023 as part of its smallholder support initiatives. These smallholders are among settlers from Felda Lepar Hilir attended the consultation programs with agenda include the following:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p> <p>It was also specified in the consultation sessions that FGV able to assist smallholders in sustainability certifications where in current developments, most smallholders already certified with MSPO under the management of Felda. Both FGV and Felda management are working towards achieving RSPO certifications for the settlers in the future to improve their management of oil palm farm as well as productivity of FFB yields that ultimately improve their livelihoods.</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad via its Sustainability Certification and Compliance Department (SCCD) personnel and FGVPISB Lepar Hilir POM management has conducted consultation sessions with independent smallholders i.e. <i>Program Bersama Pekebun Kecil Persendirian</i> (ISH Inclusion) on 6/7/2023 as part of its smallholder support initiatives. These smallholders are among settlers from Felda Lepar Hilir attended the consultation programs with agenda include the following:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p> <p>It was also specified in the consultation sessions that FGV able to assist smallholders in sustainability certifications where in current developments, most smallholders already certified with MSPO under the management of Felda. Both</p>	Complied

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		FGV and Felda management are working towards achieving RSPO certifications for the settlers in the future to improve their management of oil palm farm as well as productivity of FFB yields that ultimately improve their livelihoods.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	During the <i>Program Bersama Pekebun Kecil Persendirian</i> (ISH Inclusion); Date: 6/7/2023; Involving SCCD, Regional management personnel with smallholders in Lepar Hilir Region, FGV promotes legality of FFB production and documents verification confirmed that the mill kept copy of all FFB suppliers MPOB license and copy of ownership documents.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The Scheme Smallholder Manager i.e. Felda has developed their own training programs for the settlers that includes pesticides handling. Notwithstanding, FGV via the consultation sessions specified that they are willing to assist in the training if required by the Felda management.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable since the RSPO certification programs structure for the settlers are still in discussion between Felda and FGV with involvement of RSPO secretariat, the progress to be publicly report upon finalization of the decision.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV Group established Group Sustainability Policy, with Doc. No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the policy as at audit. The policy describes that no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. The mill and estates within Lepar Hilir POM certification unit regularly communicate the policy during daily muster in estates and weekly assembly in the mill as per sample records of latest briefings conducted as following:	Complied

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		<ul style="list-style-type: none"> - Lepar Hilir POM; Update: 29/8/2023 - Lepar Hilir 05 Estate; Update: 17/5/2023 - Lepar Hilir 06 Estate; Update: 1/8/2023 - Lepar Hilir 07 Estate; Update: 24/8/2023 - Lepar Hilir 08 Estate; Update: 1/9/2023 <p>Communication also made during external stakeholder consultation meeting dated on 13/9/2023.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>The mill recruited only local workers among both men and women while the estates recruited both male and female local and foreign workers from various countries includes Bangladesh, India and Indonesia. There are no recruitment fees has been imposed in recruitment for foreign workers. The positive discrimination practiced by the mill are in-line with country's policy of giving priority to citizen in skilled employment whilst more open positions able to be fulfilled by foreign workers in the estates.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>FGV Group established 'Garis Panduan Pengambilan & Perlantikan Pekerja AM G7' with Doc. No.: 2020/1 updated 01/05/2020 as main reference document for hiring workers.</p> <p>FGV Group established Promotion and Upgrading Guideline which describes in three (3) factors includes the performance rating score above 3.0 for the past 3 years, position to be promoted and no received any disciplinary action for the past 3 years.</p> <p>Verification made via sample workers interviews and documentations confirmed that the mill and estates demonstrated recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated.</p>	<p>Onsite interview with gender committee representative and sample of female workers confirmed that pregnancy test only conducted if requested by the female employee mainly if they involved in heavy or hazardous task of work. If confirmed</p>	Complied

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	Alternative equivalent employment is offered for pregnant women. - Minor compliance -	pregnant, they will be offered for light task to ensure it will not affect their pregnancy.	
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Involving all operating units within Lepar Hilir POM certification unit i.e. Lepar Hilir POM, Lepar Hilir 05 Estate, Lepar Hilir 06 Estate, Lepar Hilir 07 Estate and Lepar Hilir 08 Estate. As per latest Gender Committee/KKD (<i>Kelab Keluarga Dayabudi</i>) minutes of meeting # 01/2023; Date: 3/10/2023; Venue: Lepar Hilir POM meeting room. The meeting also involving FGV Holdings HQ SCCD (Sustainability Certification & Compliance Department who also provided briefing on the following: <ul style="list-style-type: none"> - RSPO & MSPO certifications - Equal Opportunity Policy - Child Labour Policy - Human Rights Policy - Policy on Sexual Harassment, Violence and Reproductive Rights including Procedure on Complaint to Handle Sexual Harassment and Gender Committee Responsibilities - Pemerkasaan Wanita melalui Program Wanita (GEWE) Gender Equality & Women Empowerment – mempromosi pertumbuhan ekonomi masyarakat setempat termasuk kemakmuran dan menambah baik pendaatan pekerja, komuniti setempat terutamanya pekebun-pekebun kecil 	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	All FGVPM workers salary pay based on HR Department " <i>Buku Panduan Kadar Upah Kerja Pekerja Pentadbiran dan Operasi Ladang Bagi Pekerja Ladang FGVPM</i> SB; KUK BIL 08 in-line with Minimum Wage Order (<i>Diwartakan pada 27/4/2022</i>) Effective date on 1/5/2022 Total workers: <ul style="list-style-type: none"> - Lepar Hilir POM: 76 - Lepar Hilir 05 Estate: 279 	Complied

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		<ul style="list-style-type: none"> - Lepar Hilir 06 Estate: 279 - Lepar Hilir 08 Estate: 110 - Lepar Hilir 07 Estate: 177 <p>A square root of each operating unit's total workers number sample pay documents were verified as evidence of equal pay for the same work scope between male and female workers as well as local and foreign workers. All workers pay rates are based on Malaysia Minimum Wage Order 2022 requirement.</p>	
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand through regular consultation session between the workers and management.</p> <p>Verified collective agreements as following:</p> <ul style="list-style-type: none"> - FGVPISB POM workers: <i>Perjanjian Bersama Antara FGV Palm Industries Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Palm Industries Sdn. Bhd. (Semenanjung); 1 Januari 2022 Hingga 31 Disember 2024; COG. # 119/2022; Registered on 12 May 2022.</i> - FGVPMSB Estates workers: <i>Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung; 1 Januari 2022 Hingga 31 Disember 2024; COG. # 298/2022; Registered on 01 December 2022.</i> <p>Notwithstanding, based on the estate workers union collective agreements as following:</p> <p><i>Artikel 29 – Kerja Lebih Masa:</i></p>	Non-compliance

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		<p><i>29.1 Kerja lebih masa hanya boleh dijalankan dengan arahan pengurusan atau pegawai yang diwakilkan kuasa tertakluk kepada prosedur yang ditetapkan oleh syarikat</i></p> <p><i>29.2 Seseorang petugas tidak dibenarkan membuat kerja lebih masa melebihi seratus empat (104) jam dalam sebulan. Sekiranya atas permintaan Syarikat, petugas dikehendaki bekerja lebih daripada waktu yang ditetapkan maka petugas tersebut tidak boleh menolak</i></p> <p><i>29.3 Pembayaran kerja lebih masa adalah dalam bentuk wang atau gantian cuti. Gantian cuti hanya dibenarkan dengan syarat dipersetujui oleh petugas. Persetujuan petugas mestilah secara bertulis.</i></p> <p>Based on the Collective Agreement (CA) between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) with FGVPMSB Peninsular Workers Union (Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung); CA period: 1st January 2022 to 31st December 2024; COG. # 298/2022; Registered date: 01 December 2022, it was found that the conditions of Sub-Article 29.2 under Article 29 - Overtime Work was against the actual implementations of FGVPMSB Estates that requires workers written agreement prior to overtime work offered by the management.</p> <p>This indicated that the applicable union collective agreements related to conditions of overtime was found against the actual implementation by the estates. Hence, a Major NC has been raised.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Based on sampled employment contracts or work agreements, the contracts were signed in dual language which is Bahasa Malaysia and their home country language such as English, Indonesia, Bangladesh and India etc. as per sample as following:</p> <ul style="list-style-type: none"> - Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (As described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishIndonesia; Rev. # 4.0; Date: 1/5/2022. <p>The terms and conditions such as working hours, deduction, overtime, sick leave, holiday entitlement, reason of dismissal and period of notice were outlined in the</p>	Complied

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		contract. The extension contract has outlined the terms and condition according to the Employment Act and Minimum Wage Order 2022.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Based on samples for workers from various operations such as mill operators, harvester, field workers and general workers verified as in indicator 6.1.6 above, overtime was found to be appropriate, and deduction was made fairly as per the work agreement and relevant authority permits.</p> <p>Lepar Hilir 05 Estate: Positive findings: Signboard in front of office - Monitoring of "Pekerja Ponteng" latest updated August 2023.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>There was a food price monitoring as per sample "<i>Senarai Harga Barang Keperluan Asas FGVPMSB Lepar Hilir 08 Estate</i>" for grocery shop D'Mart for main items including rice, cooking oil, sugar, flour, coffee, red onion, garlic & 30 pcs chicken eggs etc.</p> <p>Housing inspection conducted on weekly basis by appointed PIC as per sample records sighted as following:</p> <ul style="list-style-type: none"> - Lepar Hilir 05 Estate: Block A; Category A; Date: 6/10/2023 - Lepar Hilir 06 Estate: Block B; Category A; Date: 2/10/2023 - Lepar Hilir POM: Block U; Category A; Date: 6/10/2023 - Lepar Hilir 07 Estate: Block Cassia - Sampah; Block Tunera; Date: 6/10/2023 <p>There's also housing repair and renovation works in Lepar Hilir POM as per <i>Surat Perintah Kerja</i> (SPK) # 3301639754/21095780; Date: 10/10/2023 for the following:</p> <ul style="list-style-type: none"> - <i>Longkang Rumah: Menyediakan tenaga kerja, bahan, peralatan, pengangkutan dan segala keperluan berkaitan bagi melaksana kerja-kerja pembaikan longkang air hujan (U-Shape) 7" x 2" sepanjang 100' di rumah kelas H (D-01, E-01, 02, 03, 04, F-01 & U-01,02 di perumahan KS Lepar Hilir. Tarikh mula kerja: 10/10/2023; Tarikh siap kerja: 24/10/2023</i> <p>This is part of the upgrade of infrastructure work planned for year 2023.</p>	Complied

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		Based on verification of the total number of workers and total number of housing/hostel unit, the ratio of workers/unit was found to be adequate. This was further supported through site visit of the housing quarters and interview with workers.	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	All workers were provided with decent housing as accommodations within Felda central area or township with easy access to sundry shops and affordable food.	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the</p>	<p>FGV provided a decent living wage for both local and foreign workers based on prevailing wages assessment. It includes wage, service bonus, meals, housing, health, facilities, sports and recreation, education, creche, welfare, etc.</p> <p>In absence of DLW, FGV Holdings Berhad management via Sustainability Certification and Compliance Department (SCCD) conducted Prevailing Wage Assessment for the Lepar Hilir POM certification units based on check-roll workers income for period from January to December 2022 by using DLW Guideline by RSPO (Dec 2020). FGV calculated the DLW based on highest value from all FGV sites that accommodated 150 plantations owned by FGV.</p> <p>For basic calculation, the prevailing wage calculated as following:</p> $\{[(\text{Food Costs} + \text{Housing Costs} + \text{Other Costs}) \times 5\% \text{ contingency costs}] / \text{mandatory income}\} + \text{mandatory salary deduction} = \text{Prevailing Wage with reference as following:}$ <ul style="list-style-type: none"> - Food Costs: Food expenditure by National Statistical Department - Housing Costs: Workers' Minimum Standards of Housing and Amenities Act, 1990 - Mandatory Salary Deduction: Employment Act 1955 <p>Review of payslips found that the salary received complied with the minimum wage order 2022 and the prevailing wage calculated including in kind benefits were as following:</p> <ul style="list-style-type: none"> - Local workers: RM 2,280.30 	Complied

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	<p>applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>	Foreign workers: RM 1,951.85	
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.2 above. No casual, temporary and day labour employed by estates within Lepar Hilir POM certification unit.	Complied

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Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the policy.</p> <p>The policy describes company is respects on employees' right to freedom of association and to collective bargaining. The policy available in Malay, English and other foreign languages such as Indonesia and Bangladesh and briefed to workers regularly.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes of meetings between the unit of certification and trade unions are documented with latest as per sample Latest <i>Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Minit Mesyuarat Jawatankuasa Kerja Bil. 86; Date: 21/3/2023; Venue: Ladzana Hotel Kuala Lumpur.</i></p> <p>Minutes of meeting for internal meeting between management and workers available in daily muster records book.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>The workers have the right to join or form trade unions of their own choosing without prior authorization and to bargain collectively. Interview with sampled workers confirmed that the election of the representatives was elected freely by the workers without any interference of management. These were also verified via minutes of meeting records as following:</p> <p><i>Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Minit Mesyuarat Jawatankuasa Kerja Bil. 86; Date: 21/3/2023; Venue: Ladzana Hotel Kuala Lumpur.</i></p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>FGV Group established Policy Statement on Respecting and Protecting Children's Rights; Doc. # FGV/GSD/POL/01; Rev. # 0.0; Dated 1/3/2023 signed by Group CEO Dato' Mohd. Nazrul Izam Mansor; RON guided by Group Sustainability Policy (GSP Policy No.: FGV/SED/POL/001 dated 17/11/2020).</p>	Complied

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		<p>The policy describes company commitment to employ only persons of the age of 18 and above, FGV Group recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person's education, or to be harmful to the person's health or physical, mental, spiritual, moral, or social development at any stage of the employment.</p> <p>The policy included in suppliers code of conduct (SCOC) as the purchase order or contracts attachment. Communication made regularly to all employee and external stakeholders as per sample latest briefing conducted as following:</p> <ul style="list-style-type: none"> - External stakeholder meeting; Date: 13/9/2023 - Lepar Hilir POM workers; Date: 13/9/2023 <p>Lepar Hilir 06 Estate workers; Date: 15/6/2023</p>	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment on the minimum age for employment of workers above 18 years old.</p> <p>Onsite interview with both mill and estate management, they informed the recruitment of foreign workers process includes with workers ages within 18 – 45 years old. While for local workers recruitment process includes with submission of personal identification document and copy of education certificate for age verification.</p> <p>Document review on workers master list sighted both mill and estate' workers include with workers' ages which are not below than 18 years old.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Document review on workers master list sighted both mill and estate' workers include with workers' ages which are not below than 18 years old.</p> <p>Onsite interview with sampled workers informed no young workers which are below than 18 years old been recruited.</p>	Complied

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6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>Sample promotional of no child labour policy and the negative effects of child labour included briefing latest conducted as following:</p> <ul style="list-style-type: none"> - Lepar Hilir POM workers; Date: 13/9/2023 - Lepar Hilir 06 Estate workers; Date: 15/6/2023 	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment to not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.</p> <p>Sample communications made as following:</p> <ul style="list-style-type: none"> - Lepar Hilir POM workers; Date: 13/9/2023 - Lepar Hilir 06 Estate workers; Date: 15/6/2023 	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment on no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.</p> <p>The mill and estates within Lepar Hilir POM certification unit regularly communicate the policy during daily muster in estates and weekly assembly in the mill as per sample records of latest briefings conducted on 13/9/2023 in Lepar Hilir POM and on 15/6/2023 in Lepar Hilir 06 to ensure workers awareness.</p>	Complied

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6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>As verified during on-site interview with gender representatives in each operating unit, no female employee involved in mill process and estate field operations except in office administrative functions. Notwithstanding, management has assessed the needs of new mothers in consultation with them and provides the necessities including private area for breastmilk pumping and storage and time off for medical check-up etc.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Interview conducted on-site with sampled internal stakeholders among all workforce confirmed that the information on grievance mechanism, which respects anonymity and protects complainants where requested, is established and communicated to them.</p> <p>No grievance issues that required the implementation of the mechanism occurs in estates within Lepar Hilir POM certification unit since the last audit.</p>	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) Charging the workers for recruitment fees. Contract substitution Involuntary overtime Lack of freedom of workers to resign Penalty for termination of employment Debt bondage Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Based on sample workers consultation and documented information, all workers have entered into employment voluntarily with all recruitment fees borne by the company for foreign workers.</p> <p>There's also a Memo Arahan; Ref. # (24)HREO/WW/01/1/2023; Date: 1/9/2023 on Standard Operating Procedure (SOP) Bagi Kerja Lebih Masa (KLM), Kerja Cuti Rehat (KCR) & Kerja Cuti Am (KCA); SOP # FGV/FGVPM/SOP/HR-01; Ver. # 0.0; Effective date: 13/9/2023 by FGV head office which restricted that workers overtime, off-day and public holiday works only allowed with written agreement of the workers themselves.</p> <p>Passport was kept by the workers themselves.</p> <p>There is no contract substitution as the employment contract signed between FGV and embassy of Indonesia and India was same with the employment contract signed between worker and estate/mill.</p>	Complied

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		No penalty, debt bondage and withholding of wages been imposed to worker if they want to resign. This has been confirmed through the interview and employment contract signed.	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers, Doc. No.: FGV/JTK/MAN/001-6, rev: 01, updated 24/03/2021 with no changes on the current guidelines.</p> <p>The mill and estates continued to follow the guidelines that were adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	Complied
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Meeting of SHC was regularly conducted as Minutes of Meeting generated and conducted on 14/09/2023, 28/06/2023, 30/03/2023. Attendance list found established and signed by attended members. Items discussed found related to OSH such as workplace inspection, accident statistics, training, OSH Monitoring, Legal issues, PPE and welfare issued and etc found recorded. Sighted Appointment Letter of SCH Chairman (Mohd Najib Hamid) appointed by Regional Controller Norazmi Chai Abdullah on 12/04/2023), Secretary (Mohd Zaidi Mokhtar appointed by Regional Controller Norazmi Chai Abdullah on 12/04/2023), Employees Representatives and Employers Representatives.</p> <p><u>FGVPISB Lepar Hilir POM</u></p>	Complied

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		<p>Available appointment letter of SHC where Chairman was appointed by Regional Controller 1 (Mustafa Marof) issued to Mohamad Nor Hafizi b. Kasim (Mill Manager). While Khairul Anwar Mokhtar (Asst Manager) as Secretary of SHC in Appointment Letter dated 05/06/2023 issued by Mill Manager. Available Organization Chart for SHC consist of all members including Employees and Employers Representatives.</p> <p>Regular meeting was conducted as Minutes of Meeting sighted conducted on Bil 03/2023 on 14/08/2023, Bil 02/2023 on 19/05/2023 Bil 01/2023 on 08/03/2023 and in previous year Bil 04/2022 on 25/11/2022. Employees and Employers Representatives attended the meeting as attendance list reviewed. Among agenda of discussion covering OSH matters such as accident statistics and actions, OSH Performances, SHO (Region) Visit Recommendations, Inspections, RSPO and MSPO issues.</p> <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <p>Mohd Faizal b. Rosli was appointed at Secretary of SHC as Appointment Letter dated 12/04/2023 by Norazmi Chai Abdullah (Regional Controller), Arie b. Ismail (Estate Manager) was appointed at Chairman of SHC by Regional Controller as Appointment Letter dated 12/04/2023. All roles and responsibilities clearly stated in the appointment letters. Regular Meeting was conducted as Minutes of Meeting Minutes sampled contains information of discussion related to OSH. Meeting was conducted on 27/09/2023, 27/06/2023, 30/03/2023 for this year as plan in the OSH Plan 2023.</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Sighted Appointment Letter dated 12/04/2023 issued by Norazmi Chai Abdullah (Regional Controller) to Ahmad Azwarino Hamran (Estate Manager) as Chairman of SHC and Muhammad Safwat Sahal (Asst. Manager) as Secretary of SHC. Meeting was regularly conducted as sampled from Minutes of Meeting of SHC which contains information and issues of OSH such as OSH performance, accident statistics, legal compliance and others. Minutes of meeting dated 18/09/2023,</p>	
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		<p>20/06/2023, 21/03/2023. Attendance list found available and represented by employers and employees representatives.</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>Safety and health Committee Meeting was conducted as Minutes of Meeting conducted and dated 30/03/2023, 21/06/2023, 21/09/2023 and discussed OSH issues as verified on accident statistics, OSH performance, Related OSH training and monitoring a measurement status. All meeting approved by Estate Manager (Faizal Ahmad).</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Emergency Guidelines (FGV/FGVPM/II/IMS/15/013, Ver.2.0, dated 01/11/2021 was documented and maintained in Bahasa Malaysia for better understanding by FGV Plantation (M) Sdn. Bhd. Purpose is to provide guidelines for estate reducing hazardous impact for potential emergencies, accident and fire.</p> <p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>3 accident reported in Year 2022 as stated in Form JKPP 8 as stated in JKPP 8 involving Amirul Azmi on 25/07/2022 (10 Days MCs) , Sanowar on 01/11/2022 (7 Days MCs), Pandian Ramar 08/08/2022 (3 Days MCs) All accidents involving fronds.</p> <p>Sighted BOFA/AED Competency card issued as below:</p> <ul style="list-style-type: none"> • Mohd Aliff Haiqal (Cert. No, SAC22260139) Expiry: 09/06/2025 • Mohd Suhaimy (Cert. No. SAC2226028) Expiry: 01/04/2024 • Nor Fitroi Hafiq (Cert. No SAC2226131) Expiry: 01/04/2025 <p>First Aid boxes found regularly inspected by Estate Supervisor on 11/08/2023.</p> <p><u>FGVPIB Lepar Hilir POM</u></p> <p>Sighted Pengurusan Nadoopod (DPI-PK-102) for incident reporting and investigation. Trained First aider Certificate from ASEC on Basic Occupational First Aid, CPR & AED issued to Mohd Fakhru Fadzil Mt Yassin, Muhammad Zayuji Adam, Mohamad Pauzi Aziz, on 09-10/03/2023. Certificate of Completion of Basic</p>	Complied

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		<p>Occupational First Aid, CRR and AED from MMTC Asia issued to Mohd Raful Ahmad. Start 21/01/2022-20/01/2025.</p> <p><u>FGVPM Lepar Hilir 6 Estate</u></p> <p>The estate received an Appreciation Certificate for Achievement of Zero Accident for Year 2022 from Rahimi Hissan (CEO FGV Plantation). Form JKKP was submitted to DOSH on 05/01/2023 for 2022 accident statistics. No accident recorded. Sighted First Aid Box Guidelines (FGVPM/L3/GPK-001, Ver.01, dated 11/01/2023). Ensuring effective management of first aid boxes at work area. Mentioned first aid boxes need to be inspected on monthly basis. Total items in the box is 13. Sighted employees Certificate of Competency for BOFA/AED issued by SAC Consultancy Sdn. Bhd. attended on 31/03/2022-01/04/2022 (Muhammad Syarizwan yahya, Mohamad Zulkifli Bahadun)</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Sighted SOP for First Aid Kit (FGVPM/L3/GPK-001) Version 1.0, dated 11/01/2023. Consist of 13 items in the box a No 10-17 to be maintained as checklist in Lampiran 2 inspected on 03/10/2023 by Razali Awang (Trained First Aider as First Aider Card valid till 01/04/2025 (Bofa/Aed Competency).</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>Two accident cases report to DOSH using JKKP 8 as below:</p> <ul style="list-style-type: none"> • Md Rashid Miah (Bangladeshi) on 28/03/2023 with 18 days MC due to finger injury struck by thorn with fronds stacking at PM17X Block 26. • Mohammd Kitabullah Ali (Indian) on 13/03/2023 with 14 days MC due to finger injury while loading and struck by knife at PM11N Block 4. 	
6.7.3	(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those	<p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Sighted Harvesters with PPE provided such as safety boots, helmets, gloves and safety vest. All in good condition and workers wearing them accordingly.</p> <p>Sighted Manurers with PPE such as N95 Mask, Rubber Gloves, Safety boots, Apron. All of them having long sleeve shirt and pants. After work, they have to take bath and wash all PPE before going home. visit at Chemical Store and Mixing</p>	Complied

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	<p>applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Area found the bath room in good working condition. Sighted records of PPE issuance and return. Sampled Mohd Rasid (Bangladeshi) Sprayers. PPE: gloves, Apron, Respirator Cartridge, Boots, Helmets for year 2023.</p> <p><u>FGVPISB Lepar Hilir POM</u></p> <p>Sighted List Of PPE for POM activities consist of type of PPE used for each process and PPE Matrix for Mill Operation updated 14/05/2022. Among sampled:</p> <p>Lab: Nitrile glove, Safety Goggles, Lab coat, Lab shoes.</p> <p>Loading Ramp: Leather gloves, Safety Helmet, Safety Shoes, Ear Plug (as NRA)</p> <p>Workshop: Leather gloves, Safety Helmet, Safety shoes, Ear plug (as NRA)</p> <p>Grass Cutter: Leather Gloves, Face shields, Apron, Safety helmets, Safety shoes., Ear plug (as NRA). Available issuance records as sampled maintained for workers in Lab, Boiler, Water Treatment, Effluent Pond, Engine Room and etc as verified for year 2023.</p> <p>While requirement for facemask (N95/Cartridge) refer to CHRA Recommendation.</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Sighted during site visit and interview conducted with harvesters wearing PPEs such as safety helmet, safety booths, cotton gloves and safety vest while performing harvesting activities at Found documented and recorded issuance of PPE to workers such as:</p> <ul style="list-style-type: none"> • Md Amdadul (Gen Workers-Operational): Safety Boots (04/08), Apron (25/09), Mask (4/1, 18/4, 24/7, 2/8), Gloves (4/1, 9/3, 18/4, 27/4, 25/9). <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>PPE Matrix will be decided and approved by Estate Manager as stated in PPE SOP Guidelines (FGVPM/L3/GPK-002), Ver.01, dated 11/01/2023.</p> <p>Sampled PPE Matrix Rev.02 approved by Estate Manager dated 01/03/2023. Sampled:</p> <p>Harvesting: Safety Helmet, Leather gloves, Rubber Shoes (High) (Not Rubber shoes-stud)</p>	
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		<p>Driver (Tractor): Safety helmet, Ear plugs, Safety Boots (Not Rubber shoes-stud)</p> <p>Spraying: Safety helmet, Nitrile gloves, Topi Mengkuang, Safety goggle, Cartridge respirator, Rubber boots-High, Apron.</p> <p>During site visit, found harvesters wearing safety boots, safety helmets, glove provided for them. Sprayers with safety boots, apron, cartridge mask, nitrile gloves, helmets and informed by them all provided free to them.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>In Malaysia, all workers are covered by Social Security Scheme (SOCSCO) which cover all occupational injuries or sickness were employer and employees monthly will made a contribution to the scheme.</p> <p>FGVPM Lepar Hilir 5 Estate has made a contribution to SOCSCO for medical care and accident insurance. SOCSCO + EIS Contribution Summary below:</p> <ul style="list-style-type: none"> • Period 1/2023: 274 Employees, Amount paid: RM 6,152.60 • Period 4/2023: 266 employees, Amount paid: RM6, 170.00 <p><u>FGVPISB Lepar Hilir POM</u></p> <p>Sighted contribution (Form 8A) made to SOCSCO for workers as sampled made:</p> <p>January 2023: Number of employees (116), Amount paid (RM 9,241)</p> <p>May 2023: Number of employees (120), Amount paid (RM 8,565.60)</p> <p>August 2023: Number of employees (118), Amount paid (RM 9,979)</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Sighted as sampled a payment Voucher No 350394235 (13/02/2023): 14 Workers, RM 123.60, Voucher No. Voucher o. 350394236 (13/02/2023); 132 workers, RM2,944.10</p> <p>FGVPM Lepar Hilir 7 Estate</p> <p>Similarly, the estate has made a monthly contribution from January to September 2023 to SOCSCO as verified from payment and made SOCSCO document.</p>	Complied
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	<p>Lost Time Accident were recorded in FGVPM Lepar Hilir 5, 6, 7 and 8 Estates and FGVPIB Lepar Hilir POM as sampled and all statistics were submitted to DOSH</p>	Complied

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	- Minor compliance -	<p>using JKPP 8 for accident occurred on year 2022. FGVPM Lepar Hilir 6 and 8 estate has recorded no Lost Time Accident in year 2022 and received Appreciation Certificate from FGV Plantation.</p> <p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Form JKPP 8 was sent to DOSH (JKPP 8/137447/2022) on 25/01/2023.</p> <p><u>FGVPISB Lepar Hilir POM</u></p> <p>Accident Statistics for Year 2022 was submitted to DOSH on 04/01/2023 by Nor Adnan b. Masoud.</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>Two accident cases report to DOSH using JKPP 8 on 28/03/2023 with 18 days Loss Time Injury and on 13/03/2023 with 14 Loss Time Injury.</p>	
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Available, implemented and monitored IPM Plan for Year 2023. Among activities included:</p> <ul style="list-style-type: none"> • Rat attack census and Rat Baiting <p>Rat Damage census was regularly carried out to obtain information about threshold level and action to be taken thereafter. Census records were available for verification which has shown the effectiveness of the barn owls to reduce the rat damages.</p> <ul style="list-style-type: none"> • Barn Owl Box <p>Barn owl census conducted showed that it is inhabited. Additional owl boxes had been added. Inspection at one random barn owl box showed that it is inhabited with bones and bird droppings sighted. Conducted as recorded on 16/03/2023, 21/06/2023 and 09/09/2023.</p> <ul style="list-style-type: none"> • Beneficial plant (Tunnera, Cassia, Antigonon) 	Complied

Beneficial plants such as *Turnera subulata* and *Cassia cobanensis* are grown in the estate and their records of planting in new areas and maintenance of existing areas of beneficial plants and location maps are available.

FGVPM Lepar Hilir 6 and 8 Estate

Available IPM Plan 2023 as above programme. Among objectives mentioned included:

- Control population of pest under 5% attack damaging crops.
- Planning integrated action plan to control pest.
- Conduct census to identify target area to increase effectiveness
- Provide training on right method and application of pest control.

Monitoring of invasive species dated 08/08/2023 such as below:

Type	Name	Scientific Name	Availability	Global Invasive Species Database (GISB)
Rat/Rodden attack				
Animal	Owl	Tyto Alba javanica	Yes	Yes
Ulat Bungkus				
Ben. Plant	Bunga Lidah kucing, Bunga Kembang Pukul 8, Bunga Delapan	Turnera Subulata	Yes	Yes

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		Ben. Plant	Bunga Kembang Pagi	Tunera Ulmifolia	Yes	Yes		
		Ben. Plant	Air Mata Pengantin (Mexican creepers)	Antigonon leptopus	Yes	Yes		
		Ben. Plant	Gelenggan g	Cassia cabonesis	Yes	Yes		
		Weeding Control						
		Ben. Plant	Cover crop	Mocuna bracteata	Yes	Yes		
		Ben. Plant	Cover crop	Colapogonium mucunoides	Yes	Yes		
		Ben. Plant	Cover crop	Pueraria javanica	Yes	Yes		
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	Species referenced in the Global Invasive Species Database and CABI.org are not used in in all FGVPM Lepar Hilir 5, 6. 7 and 8 Estates.						Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There was no evidence of use of fire for pest control in all FGVPM Lepar Hilir 5, 6. 7 and 8 Estates as sampled during site visit and interview conducted with workers.						Complied

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Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																																								
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Currently still applicable and used as reference the Justification for all pesticide under Manual Lestari 1A, (ML- 1A/L3-GP1(0)) dated March 2012. In this, justification all chemical such as Pesticide, Herbicide and Fungicides are available for each chemical currently used.			Complied																																			
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	<u>FGVPM Lepar Hilir 6 Estate</u> Sighted and maintained a Records of Pesticide/Agrochemicals used in recorded and monitored on a monthly and available for verification. Data for a.i/ha for year ending 2023 sampled as below: <table><tr><th>Chemicals Name</th><th>Active Ingredient (a.i)</th><th>a.i Qty %</th><th>a.i Qty</th><th>Quantity ai/Ha (Area Size)</th></tr><tr><td>BM Cergas</td><td>Metsulfuron Methyl 20%</td><td>20%</td><td>74.5 Kg</td><td>0.0192</td></tr><tr><td>Kenlon</td><td>Triclopyr Butoxyethyl Ester 31.1%</td><td>21.9 %</td><td>5440 Lit</td><td>2.0445</td></tr><tr><td>Supresate</td><td>Glyphosate Isopropylamine</td><td>41%</td><td>3480 Lit</td><td>2.4569</td></tr><tr><td>Basta</td><td>Glufosinate Ammonium</td><td>32.1 %</td><td>620.50 Lit</td><td>0.4327</td></tr><tr><td>Rapid</td><td>Glyphosate Isopropylammonium</td><td>34%</td><td>220 Lit</td><td>0.0966</td></tr><tr><td>Activator Plus</td><td>Alcohol Ethoxylate</td><td>60%</td><td>4517.85 Lit</td><td>3.5008</td></tr></table>			Chemicals Name	Active Ingredient (a.i)	a.i Qty %	a.i Qty	Quantity ai/Ha (Area Size)	BM Cergas	Metsulfuron Methyl 20%	20%	74.5 Kg	0.0192	Kenlon	Triclopyr Butoxyethyl Ester 31.1%	21.9 %	5440 Lit	2.0445	Supresate	Glyphosate Isopropylamine	41%	3480 Lit	2.4569	Basta	Glufosinate Ammonium	32.1 %	620.50 Lit	0.4327	Rapid	Glyphosate Isopropylammonium	34%	220 Lit	0.0966	Activator Plus	Alcohol Ethoxylate	60%	4517.85 Lit	3.5008	Complied
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		Miracle	Polyther Modified Trisiloxane	75%	29.95 Lit	0.0290				
		Weed Solution	(NH)2CO	3.32 %	4040 Lit	0.1732				
		Ory-X	Metarizium Anisopliae	20%	15 Kg	0.0039				
		Butik S	Chlorophacinone	0.005 %	32550 Kg	0.0021				
		Cypermethrin	Cypermethrin	5.5%	300 Lit	0.0852				
		Monster	Glyphosate Dimethylammonium	52%	940 Lit	0.6313				
		Ancon Sodium Chlorate	Natrium Klorat	95%	700 Kg	0.8588				
		Carbofusan	Carbofusan	5%	475 Kg	0.0307				
		FGVPM Lepar Hilir 8 Estate								
		Chemicals Name	Active Ingredient (a.i)	a.i %	Qty	Quantity ai/Ha (Area Size)				

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		<table><tr><td>BM Cargas</td><td>Metsulfuron Methyl</td><td>20</td><td>17.50 Kg</td><td>0.0026</td></tr><tr><td>Ecomax</td><td>Glyphosate Isopropylamine</td><td>41</td><td>658.00 Lit</td><td>0.2037</td></tr><tr><td>Garlon 250</td><td>Triclopyr Butoxy Ethyl Ester</td><td>32.1</td><td>800.60 Lit</td><td>0.1941</td></tr><tr><td>RAPID</td><td>Glufpsinate Ammonium</td><td>13.5</td><td>163.50 Lit</td><td>0.0167</td></tr><tr><td>Takumi</td><td>Flubendiamide</td><td>13.5</td><td>10.75 Lit</td><td>0.0033</td></tr></table> <p><u>FGVPM Lepar Hilir 5 Estate</u></p> <p>Similar data records of active ingredient and pesticides application found available and kept for year 2023.</p>	BM Cargas	Metsulfuron Methyl	20	17.50 Kg	0.0026	Ecomax	Glyphosate Isopropylamine	41	658.00 Lit	0.2037	Garlon 250	Triclopyr Butoxy Ethyl Ester	32.1	800.60 Lit	0.1941	RAPID	Glufpsinate Ammonium	13.5	163.50 Lit	0.0167	Takumi	Flubendiamide	13.5	10.75 Lit	0.0033	
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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Sampled in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8 Estates) established a Continuous Improvement Plan 2023 which among others stated plan to reduce the usage of chemical through implementation of Integrated Pest Management Plan. During audit and visit at mentioned estates, the implementation and planting off beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat not in use and eliminated. Alternatives such as Glyphosate is used instead. The effectiveness of the implementation of IPM methods were monitored via census records that were available for verification. Records such as rat damages and bagworm damages showed reduction trends in line with the increase of IPM implementation in the estates.</p>	Complied																									
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p>	<p>There is no prophylactic use of pesticides in all estates visited as verified in Chemicals Stores.</p>	Complied																									

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	- Minor compliance -		
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>The Chemical sampled in estates (Lepar Hilir 5, 6, 7 and 8) were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The Chemical Registers and stock card were verified against the Chemicals Store that were sighted in the Chemical Store and found that all the chemicals have been registered accordingly. Records were also verified against the CHRA Report and found to be all available. The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos were eliminated and found less hazardous alternatives such as Glyphosate was used now.</p>	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators in all estates as interviewed were given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. Sighted training plan and conducted in Annual Training Plan 2023. Plan on January but actual on 13/02/2023 and Chemical hazard training plan on February 2023 but actual on 06/07/2023 and 11/09/2023.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Sampled at Chemical Store in FGVM Lepar Hilir Estates as sighted at entrance door a pictogram and signage of chemicals hazardous to health (pesticides) warning signs and locked. Ventilation fans installed, Inside have containment, spill</p>	Complied

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		kits, 1st Aid Box, SDS maintained reviewed every 5 years as explained by Storekeeper and verified.	
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Currently as practices in Lepar Hilir 5, 6, 7 and 8 estate, all empty pesticides containers were triple rinsed, holes punched and stored separately in the Scheduled Waste store. This as procedure in Sustainability Manual procedure (ML/-1A/L4 2016) and SOP ref HSE/SOP/SW/1. The estates collect the unused chemical container in the empty chemical container store. The containers are triple rinsed and punctured prior to be being stored in the store. The containers thereafter being sent to Bukit Sagu 04 which serves as a collection centre for all waste which is then disposed to Greenverse Sdn Bhd. As per verification the FGV already have approval from DOE as per letter form DOE JAS.600- 3/5/26 Jld.3(32) dated 30/10/2019 to centralize the scheduled waste collection in Bukit Sagu for Lepar Hilir Complex.	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	No aerial spraying for pesticide were done in all the estates as sighted and interview conducted with Sprayers during site visit.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	<u>FGVPM Lepar Hilir 5 Estate</u> Medical Surveillance Report Year 2023 by Dr. Abdul Wahid Mohd Wazir from Klinik Syed Badaruddin Sdn. Bhd. where 7 workers/sprayers sent (Kalam Kazi, Laltu Sardar, Jay Prakash, Sunil, Khan Tauhid, Kowsar Mondal, Saroj Shiv Kumar. All fit to work for Test conducted Physical Assessment, FBC, FRT, LFT, UFEME & SPIRO, Lung Function Test (All interpreted as Normal Results). <u>FGVPM Lepar Hilir 6 Estate</u> Medical Surveillance was conducted in year 2023 by Poliklinik Ar Raxzi conducted on Sprayers for exposure to Alion (Indaziflam 45.5%), Basta 15 (Glufosinate	Complied

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		<p>Ammonium 13.5%) that can cause health hazard. Conducted on 20/01/2023 involving 30 workers from spraying unit. All fit to work. Next conducted on 14-15/03/2023 involving 20 workers. All fit to work.</p> <p><u>FGVPM Lepar Hilir 8 Estate</u></p> <p>Medical Surveillance was conducted on 22/09/2023 at Klinik Syed Badaruddin at sighted attendance list of 12 worker such as Abdul Jalil, Deenapalli Narender Derun, Kamal Pir, Kasmira Baitha, Marjerm Mondal and 6 others. In Quotation dated 08/09/2023 from Klinik Syed Badaruddin, Medical Surveillance quoted for 15 workers. Sampled from Master Chit for 12/10/2023 found stated number of sprayers is 12. For Year 2022, Medical Surveillance was conducted on 22/07/2022. Madore (Mohd Syazwan Mokhtar) involved, Razali Awang (Mandore) involved, Siti Zaleha Fadzilah (Clerk) involved. Badrul Hisham (Supervisor) involved.</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <p>Based from Summary Report for Medical Surveillance conducted by Dr. Mohamad Sayuti Abu Bakar from Klinik Al Amin Sdn. Bhd. 43 workers expose to Glyphosate Isopropalamine-Plasma Cholinerasi (Scheduled 2). Result for those identified as abnormal found not occupational related.</p>	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers in the estates sampled (FGVPM Lepar Hilir 5, 6, 7 and 8 Estates) were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast-feeding woman had been offered work as pesticide operator.</p>	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Wastes management plan is developed based on the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. The Waste Management Plans 2023 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled</p>	Complied

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		wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	Based on interviews, workers were able to demonstrate good understanding in proper disposal of wastes. Labour line-sites were observed to be clean without indiscriminate wastes disposal. Some operating units disposed their domestic wastes at a designated landfill inside the estate, while some at the municipal council's landfill transported by a contractor. Scheduled wastes were sent to a collection centre at Bukit Sagu 04 Estate (subsidiary of FGV) and disposed through licensed collectors thereafter.	Complied
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	There was no evidence of wastes being disposed by using open fire.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Good agriculture practices were guided by established SOPs to manage soil fertility to optimize yield and minimize environmental impacts. Sighted among others documented and maintained: <ul style="list-style-type: none"> • FGV Agriculture Manual 1998 • Manual Sustainability 2016 • Pictorial Safety Standards and Security Guidelines. 	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Annually Agronomist (Erwan Syah Tugiman) from FELDA Agriculture Services Sdn Bhd will carry out visits to FGVPM Lepar Hilir 5, 6, 7 and 8 Estates to provide Foliar sampling prior to the fertilizer recommendation to be implemented. Leaf and soil nutrient analysis and recommendation solution of fertilizer to be applied. Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. Fertilizer recommendation was provided by Agronomist to formulate the year 2023 manuring programme and to suggest relevant agronomic practices for	Complied

		oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been carried out in all estates. Sighted Agronomist Report for FGVPM Lepar Hilir 6 Estate was conducted on 16/03/2023. Mentioned Foliar status shows overall status of N, P and K are normal and maintain for year 2023. While status of under normal for Mg and B for year 2022-2023. FGVPM Lepar Hilir 5 Estate was conducted on 28/02/2023.											
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	<u>FGVPM Lepar Hilir 6 Estates</u> As in the recommendation of Agronomist in the report dated 16/03/2023 mentioned the EFB application will be implemented for PR23 for about 3,000 MT, while other area will be applied as targeted. EFB recommended at the rate of 40 MT/Ha for potential area PM15L and PM14. Record of application in July 2023 (26.59 MT), August (94.80 MT), September (26.22 MT) applied at Immature area (newly replanted area). <u>FGVPM Lepar Hilir 8</u> EFB Application up to 30/09/2023 sighted information for FGVPM Kuantan Region as below: <table><tr><td>Estate</td><td>Area (Ha)</td><td>2023 (MT)</td><td>Application (MT)</td><td>%</td></tr><tr><td>Lepar Hilir 8</td><td>1,143.46</td><td>10,000</td><td>4,207.93</td><td>42.08</td></tr></table>	Estate	Area (Ha)	2023 (MT)	Application (MT)	%	Lepar Hilir 8	1,143.46	10,000	4,207.93	42.08	Complied
Estate	Area (Ha)	2023 (MT)	Application (MT)	%									
Lepar Hilir 8	1,143.46	10,000	4,207.93	42.08									
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Sighted in FGVPM Lepar Hilir 5, 6, 7, 8 Estates a Fertilizer application program that was monitored using records program sheets, bin cards, field cost book, fertilizer such as application monitoring forms and etc. The following fertilizers were applied in the estates on recommendation by the Agronomist (Erwan Syah Tugiman) in Agronomist Report available at FGVPM 5, 6, 7 and 8 Estates. FGVPM Lepar Hilir 6 estate has maintain a records for application of fertilizer as sighted at Matured Area (PMG12G, PM13H, PM14J, PM15L & PM16M) for year 2023. As recommended in PM16M as below was abstracted: Round 1: Rock Phosphate (1.75 (Kg/Pk), Round 2: NK Mix (2.50 Kg/Pk), Round 3: Round 4Round 5Round 6: Felda 3 (3.0 Kg/Pk), Round 7: Felda 3 (Kg/Pk)	Complied										

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		FGVPM Lepar Hilir 8 has maintained a record of application of fertilizer as recorded in a Fertilizer Application Book 2023 for field: PM13Q; Area: 166.75 Ha; Fertilizer: NKMIX, field: PM14R; Area: 233.64 Ha; Fertilizer: NKMIX 11.6/27 and field: PM14S; Area: 328.99 Ha; Fertilizer: NKMIX 11.6/27.																																																	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.																																																			
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	<p>Available in all estates (FGVPM Lepar Hilir 5, 6, 7, 8) soil map prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn Bhd (Land Management Unit). The soil maps detailing their soil profile including marginal and fragile soils as Report prepared by Agronomist was referred. The slope maps identify steep areas within each estates.</p> <table border="1"> <thead> <tr> <th>Soil Type</th><th>Lepar Hilir 5</th><th>Lepar Hilir 6</th><th>Lepar Hilir 8</th></tr> </thead> <tbody> <tr> <td>Rasau</td><td>-</td><td>-</td><td>23.15</td></tr> <tr> <td>Hollyrod</td><td>-</td><td>-</td><td>20.23</td></tr> <tr> <td>Harimau</td><td>-</td><td>-</td><td>4.37</td></tr> <tr> <td>Beserah</td><td>15.42</td><td>28.52</td><td>8.89</td></tr> <tr> <td>Rengam</td><td>65.30</td><td>59.88</td><td>47.51</td></tr> <tr> <td>Bongor</td><td>19.28</td><td>11.60</td><td>2.21</td></tr> <tr> <td>Cempaka</td><td>-</td><td>-</td><td>2.48</td></tr> <tr> <td>Durian</td><td>-</td><td>-</td><td>1.16</td></tr> <tr> <td>Total (%)</td><td>100</td><td>100</td><td>100</td></tr> </tbody> </table> <p>While in FGVPM Lepar Hilir 7 Estate</p> <table border="1"> <thead> <tr> <th>Peringkat</th><th>Area (Ha)</th><th>Year Planted</th><th>Soil Series</th></tr> </thead> <tbody> <tr> <td>PM11N</td><td>503.50</td><td>2011</td><td>Renggam</td></tr> </tbody> </table>	Soil Type	Lepar Hilir 5	Lepar Hilir 6	Lepar Hilir 8	Rasau	-	-	23.15	Hollyrod	-	-	20.23	Harimau	-	-	4.37	Beserah	15.42	28.52	8.89	Rengam	65.30	59.88	47.51	Bongor	19.28	11.60	2.21	Cempaka	-	-	2.48	Durian	-	-	1.16	Total (%)	100	100	100	Peringkat	Area (Ha)	Year Planted	Soil Series	PM11N	503.50	2011	Renggam	Complied
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		PM12P	570.38	2012	Melacca		
		PM14I	318.80	2014	Renggam		
		PM15V	328.28	2015	Harimau		
		PM17X	596.40	2017	Beserah		
		Total (Ha)	2,327.26	-	-		
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	As sampled in all estates (Lepar Hilir 5, 6, 7 and 8) found no replanting on steep slopes that above 25 degrees. The plantings on slopes were guided in the Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Group CEO dated 05/05/2019. The cover crop Mucuna Bracteata had been planted along slopes by management of estates for newly replanting area as sighted.					Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting in all estates sampled in FGVPM Lepar Hilir 5, 6, 7 and 8.					Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.							
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for both the visited estates. Topographic contour maps are also available which are both used to manage the drainage and road works in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8). In all estate as verified during site visit and interview, there was no new planting for the current year and for the forthcoming 5 years operations.					Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	FGV Group Estates (Lepar Hilir 5, 6 and 8 sampled) had no planting on areas of more than 25 degree. Plantings on steep slope are avoided done in accordance with the soil management plan for best practices.					Complied

7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil survey/topographic map found available in all sampled estates. Topographic contour map being used to manage the drainage and road works in the estate.</p> <p><u>FGVPM Lepar Hilir 7 Estate</u></p> <table><tr><th rowspan="2">Peringkat</th><th rowspan="2">Area (Ha)</th><th colspan="3">Topography %</th></tr><tr><th>Flat</th><th>Undulating</th><th>Hilly</th></tr><tr><td>PM11N</td><td>503.50</td><td>5</td><td>55</td><td>35</td></tr><tr><td>PM12P</td><td>570.38</td><td>0</td><td>25</td><td>75</td></tr><tr><td>PM14I</td><td>318.80</td><td>5</td><td>20</td><td>75</td></tr><tr><td>PM15V</td><td>328.28</td><td>17</td><td>41</td><td>42</td></tr><tr><td>PM17X</td><td>596.40</td><td>20</td><td>70</td><td>10</td></tr><tr><td>Total</td><td>2,327.26</td><td>10</td><td>70</td><td>10</td></tr></table> <p><u>FGVPM Lepar Hilir 8 Estates</u></p> <p>Sighted topographic map use as a guide for planning of estate operation such as below:</p> <table><tr><th>Pkt</th><th>Area (Ha)</th><th>Low %</th><th>Flat to undulating %</th><th>Slope 2-12 Degree %</th><th>Hilly > 12 degree %</th></tr><tr><td>PM99M</td><td>34.49</td><td>2</td><td>98</td><td>0</td><td>0</td></tr><tr><td>PM91L</td><td>146.24</td><td>2</td><td>90</td><td>5</td><td>0</td></tr><tr><td>PM16W</td><td>201.88</td><td>5</td><td>95</td><td>0</td><td>0</td></tr><tr><td>PM15U</td><td>212.2</td><td>1</td><td>99</td><td>0</td><td>0</td></tr><tr><td>PM14S</td><td>328.99</td><td>8</td><td>82</td><td>10</td><td>0</td></tr></table>	Peringkat	Area (Ha)	Topography %			Flat	Undulating	Hilly	PM11N	503.50	5	55	35	PM12P	570.38	0	25	75	PM14I	318.80	5	20	75	PM15V	328.28	17	41	42	PM17X	596.40	20	70	10	Total	2,327.26	10	70	10	Pkt	Area (Ha)	Low %	Flat to undulating %	Slope 2-12 Degree %	Hilly > 12 degree %	PM99M	34.49	2	98	0	0	PM91L	146.24	2	90	5	0	PM16W	201.88	5	95	0	0	PM15U	212.2	1	99	0	0	PM14S	328.99	8	82	10	0	Complied
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		PM14R	233.64	3	95	2	0		
		PM13Q	166.75	0	90	10	0		
		Total	1,324.19	4	91	5	0		
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.									
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	As verified and visit in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8), found no peat soil or soil categorized as marginal or fragile soil in the estates. There was also no new planting in the estates.						Complied	
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	As verified and visit in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8), found no peat soil or soil categorized as marginal or fragile soil in the estates. There was also no new planting in the estates.						Complied	
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	As verified and visit in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8), found no peat soil or soil categorized as marginal or fragile soil in the estates. There was also no new planting in the estates.						Complied	
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	FGV Plantation (M) Sdn Bhd. has established and documented a water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Costal and Peat lands) dated 01/07/2011. Details are defined in Water Management Plan mainly to monitor among others the following: <ul style="list-style-type: none"> • Bulk of the supply in view of the location are from PAIP for both mill and estate. • Monitor the quality of main water inlet/outlet for pollutants from estate's operations. 						Complied	

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		<ul style="list-style-type: none"> Contingency during water shortage. Monitor the usage of fresh water on monthly basis Reuse/recycle wastewater. 	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	As verified and visit in the estates (FGVPM Lepar Hilir 5, 6, 7 and 8), found no peat soil or soil categorized as marginal or fragile soil in the estates. There was also no new planting in the estates as verified in all estate.	Complied
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited nor there is no new planting within. No change from previous audit as verified in all estates.	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the</p>	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited nor there is no new planting within. No change from previous audit as verified in all estates.	Complied

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	'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance. - Critical (Major) compliance -												
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.													
7.8.1	A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. - Minor compliance -	Water Management Plan for the mill for year 2023 was available for verification. The plan consists of the management of quality and availability of water which includes the identification source of water used, efficiency of water usage, identification of renewable source of water and impact to water catchment area & waterways, and action plan of water shortage at staff quarters. The water supply for both estates and mill staff quarters are from the local government agency (Perbadanan Air Pahang). At the estates, the plans were documented in " <i>Pelan Pengurusan Air</i> ". The objectives were mainly focusing on ensuring the estates' operation do not give adverse impact on the quality and availability of ground water. The quality of incoming and outgoing river water crossing the estates was analysed once a year by the estates. Among the parameters tested were pH, BOD, COD, TSS, AN, DO, and turbidity.	Complied										
7.8.2	(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle. - Critical (Major) compliance -	Protection of water course is guided by its established procedure [Ref.: <i>Pengurusan Zon Penampian</i> [FGVPM/L2/PAS-03, rev. 1, 23/10/2020]. Based on the procedure, the width of buffer zones to be established are as follows: <table><tr><th>River width (m)</th><th>Buffer zones (m)</th></tr><tr><td>< 5</td><td>5</td></tr><tr><td>5 – 10</td><td>10</td></tr><tr><td>10 – 20</td><td>20</td></tr><tr><td>20 – 40</td><td>40</td></tr></table>	River width (m)	Buffer zones (m)	< 5	5	5 – 10	10	10 – 20	20	20 – 40	40	Complied
River width (m)	Buffer zones (m)												
< 5	5												
5 – 10	10												
10 – 20	20												
20 – 40	40												

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		> 40	50		
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -	The mill applies the biological system with anaerobic lagoon in series for its treatment of effluent. The quality of discharged effluent was analysed every month and the parameters are T, pH, BOD, COD, TS, SS, O&G, AN and TN. Based on quarterly report to the DOE, generally the mill has complied with the regulated limit.			Complied
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	The mill has been monitoring its consumption of water on daily basis. Based on the daily records, generally the water consumption was less than 1.5 m ³ /mt FFB/year.			Complied
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised					
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	The mill and estates consistently monitored their fossil fuel consumption and kept records in order to get the information about efficient consumption. Among the management plans to improve efficiency were to ensure mill operation is running smoothly without interruption, therefore maximise the usage of turbine and eventually minimise the usage of generator set; to practice maintenance of machinery (such as tractors, vehicles and shovel) on schedule and continuous education to operators who handle the machinery so that the unnecessary running hours can be minimised.			Complied
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.					
7.10.1	(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported. - Critical (Major) compliance -	Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g., POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. The plan to reduce or minimise the GHG emission has been established and implemented. Among the action plans were: <ul style="list-style-type: none">- To capture methane gas emitted from IETP through biogas plant- To optimise the usage of diesel			Complied

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		<ul style="list-style-type: none"> - To conduct training to the employees on chemical handling - To send only organic wastes to the landfill <p>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions. Effluent samples were regularly taken every month and analysed by independent laboratory to ensure compliance to DOE requirements.</p> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was accurate.</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	Not applicable as no new proposed development area within the certification unit.	Not Applicable
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	Other significant pollutant identified is the smoke emission from boiler operation. The mill currently is using electrostatic precipitator to minimise particles from the flowing smoke emitted through chimney. Monitoring of quality is done through regular stack sampling. Verification of the stack sampling reports shows that the mill complied with the regulated limit.	Complied
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	Based on the visit at the replanting areas, there was no sign of fire being used for preparing the land.	Complied

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7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	Apart from having zero burning policy at corporate level, contractors who are engaged to carry out preparation of land for replanting are also required not to use fire throughout the task through enforceable contract agreement. The operating units also have their own emergency response team to fight fire should there be any event of fire breakout. Buildings and facilities such as office, stores, workshops, and labour quarters were equipped with fire extinguishers.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	<p>Adjacent stakeholders were approached through stakeholder consultation meeting and given information about zero burning policy. Last consultation was conducted on 13/09/2023 at Dewan FGV Lepar Hilir 05.</p> <p>Following up to that, a memo about restriction of open burning and fire prevention plans, was also given to all the stakeholders through stakeholders meeting.</p> <p>E.g., memo dated 03/07/2023 ref.: (02)276/FailRSPO(1.4.2). among the recipients were:</p> <ul style="list-style-type: none"> - Felda Lepar Hilir 1 & 4 - SK (LKTP) Lepar Hilir 3 - SK (LKTP) Lepar Hilir 1 - SMK Lepar Hilir - Fakhrul Mini Market - BHPetrol Lepar Hilir 01 - D'Mart Lepar Hilir 01 - Felda Lepar Hilir 3 <p>Nonetheless, for Lepar Hilir 08 Estate, the engagement of adjacent stakeholders on fire prevention and control measures can be further improved by ensuring all of them are included.</p>	OFI

Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

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7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	Not applicable since there is no land clearing after November 2005.	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>Assessment on HCV was conducted by the Sustainability Department between 2016 and 2018 for the four estates.</p> <p>Based on the reports, there was no area identified as HCV. Nonetheless, the estates maintained their riparian zones at the main rivers. Among the wildlife identified and reported in the HCV assessment within the estates were monitor <i>Sus scrofa</i>, <i>Macaca fascicularis</i>, <i>Macaca nemestrina</i>, <i>Paradoxurus hermaphroditus</i>, <i>Varanus salvator</i>, <i>Naja naja</i>, <i>Bungarus candidus</i>, and various kind of birds. All of which classified as LC under IUCN. There was no RTE species sighted.</p>	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS</p>	The sampled estates have established and documented HCV area/Biodiversity management Plans. Generally, the plans established were the continuity of the previous ones i.e.,:	Complied

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	forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -	<ul style="list-style-type: none"> - Maintaining appropriate buffer zones at identified HCVs - Maintaining appropriate signages - Continue to record HCV monitoring such as wildlife sighting, - encroachment and illegal hunting - Enhancing HCV awareness among employees and neighbouring stakeholders. <p>The estates continue to train the workers on HCV and RTE Species. Signage on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the HCV area. Observed during site visit, all the buffer zones and signage was well maintained. Records of HCV and Biodiversity Awareness Trainings were available for verification.</p>	
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	Not applicable as there has been no rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. Should there be any case, it will be handled according to " <i>Pengenalpastian dan Penyelesaian Pertikaian Tanah Serta Penentuan Pampasan</i> " [doc. no. FGV/ML-1A/L2-Pr10, issue 1, rev. 2, dated 01/04/2019].	Not Applicable
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	<p>The operating units continuously educated their workforce about the status of RTE species through trainings, and briefings. Examples of records verified were as follows:</p> <ul style="list-style-type: none"> - LH05: Training was last done 16/02/2023 at Dewan LH05 - LH06: Training was last conducted on 15/09/2023 at LH06 meeting room which was attended by 11 field staff and on 21/09/2022 at muster ground, where 123 workers participated. - LH08: Training was last conducted on 06/09/2023 at muster ground, attended by 85 workers. 	Complied
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and	There was no HCV declared in Lepar Hilir CU as per the HCV Assessment details as provided in 7.12.2. The report details the findings of a rapid appraisal of the	Complied

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	<p>RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following:</p> <ul style="list-style-type: none"> - General biodiversity issues - Watercourses and drainage - Habitats natural and man-made - Wildlife - Ponds and reservoirs - Wetlands /watercourses - Legal aspects - Immediate and long-term effect. 	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There was there is no new planting since November 2005. Thus, Remediation and Compensation Procedure (RaCP) is not applicable.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2022 for Lepar Hilir Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2022 for Lepar Hilir Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	0.82	OER	18.44
PKO	0.82	KER	3.77

Production	t/yr	Land Use	Ha
FFB Process	222,512.19	OP Planted Area	8306.72
CPO Produced	41023	OP Planted on peat	0
PKO Produced	8385	Conservation (forested)	0
		Conservation (non-forested)	0
		Total	8306.72

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	78028.43	0.77	0	0	0	0	78028.43	0.77
CO ₂ Emission from fertilizer	3816.82	0.04	0	0	0	0	3816.82	0.04
NO ₂ Emission	2696.98	0.03	0	0	0	0	2696.98	0.03
Fuel Consumption	682.06	0.01	0	0	0	0	682.06	0.01
Peat Oxidation	0	0	0	0	0	0	0	0
Sink								
Crop Sequestration	-73960.61	-0.73	0	0	0	0	-73960.61	-0.73
Conservation Sequestration	0	0	0	0	0	0	0	0
Total	11263.68	0.11	0	0	30130.53	0	41394.21	0.11

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0	0
Fuel Consumption	209.33	0
Grid Electricity Utilization	0	0
Credit		
Export of Grid Electricity	0	0
Sales of PKS	-1066.34	0
Sales of EFB	0	0
Total	-857.01	0

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

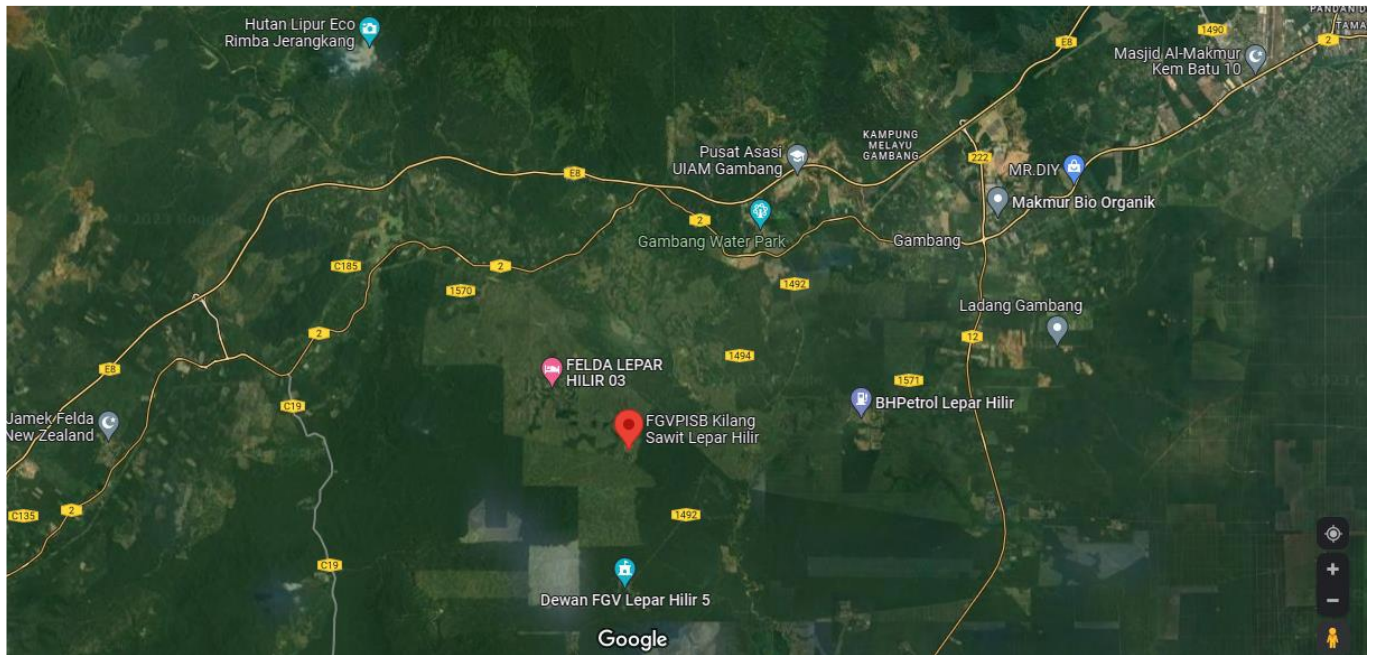
*This mill has no kernel crusher operation.

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

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

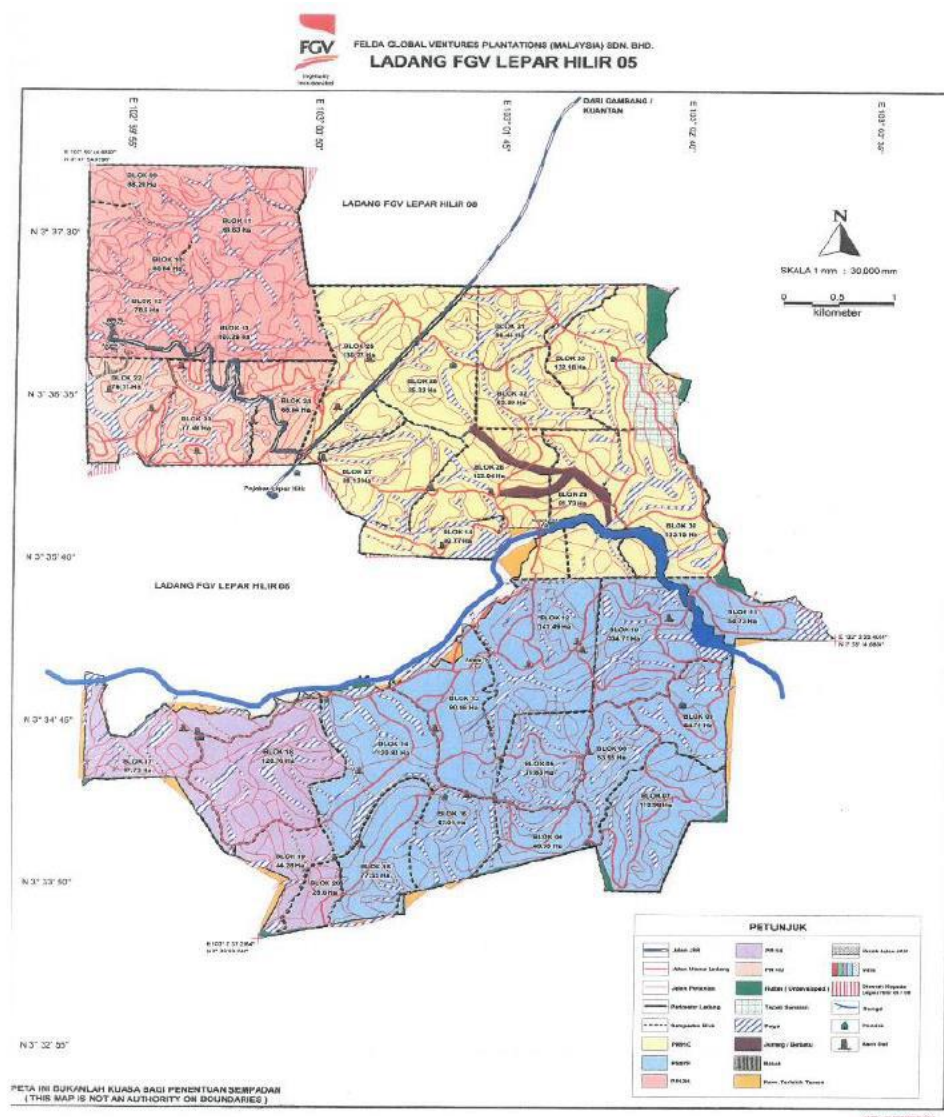
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Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map

Lepar Hilir 5 Estate



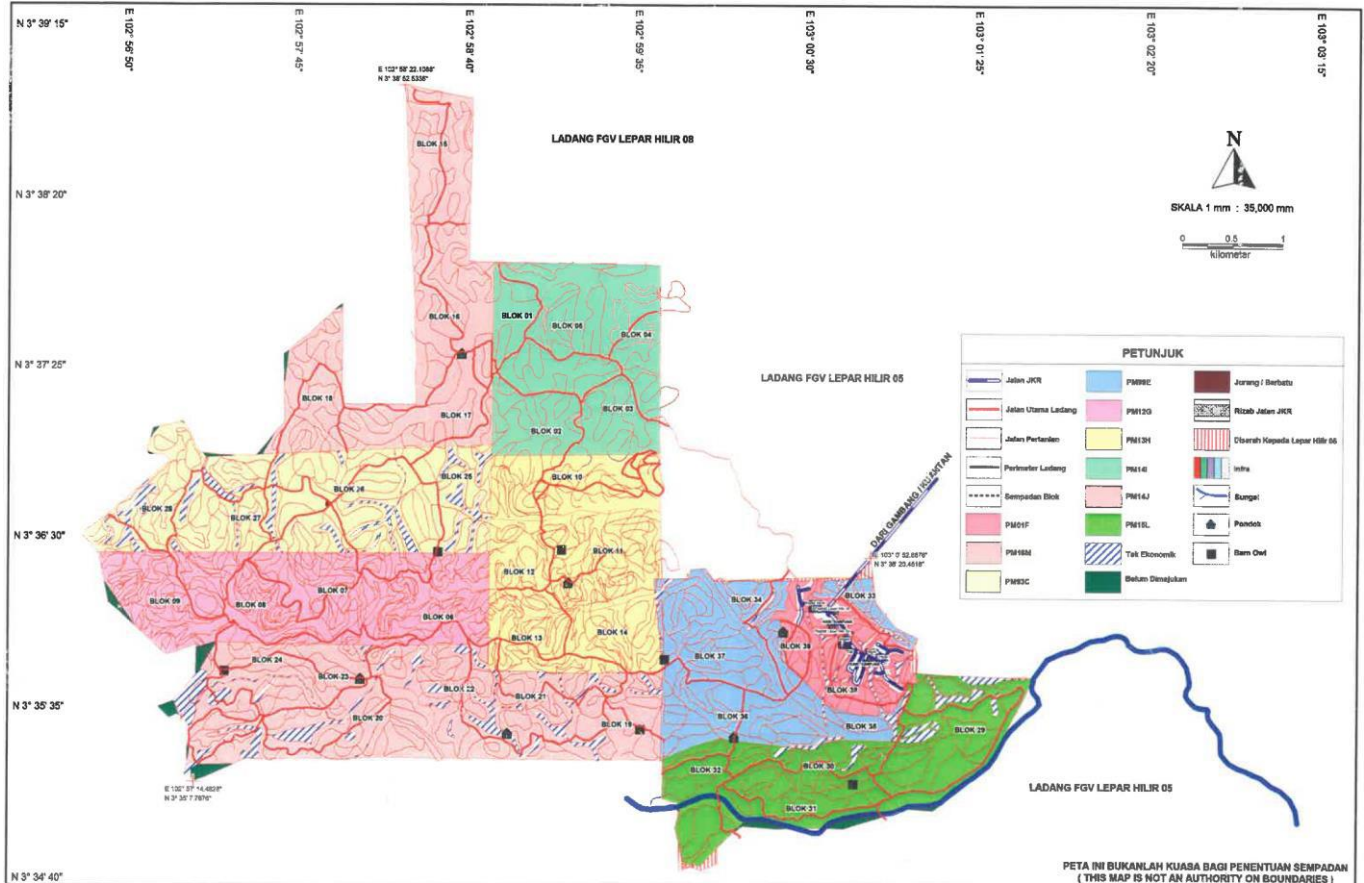
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Lepar Hilir 6 Estate

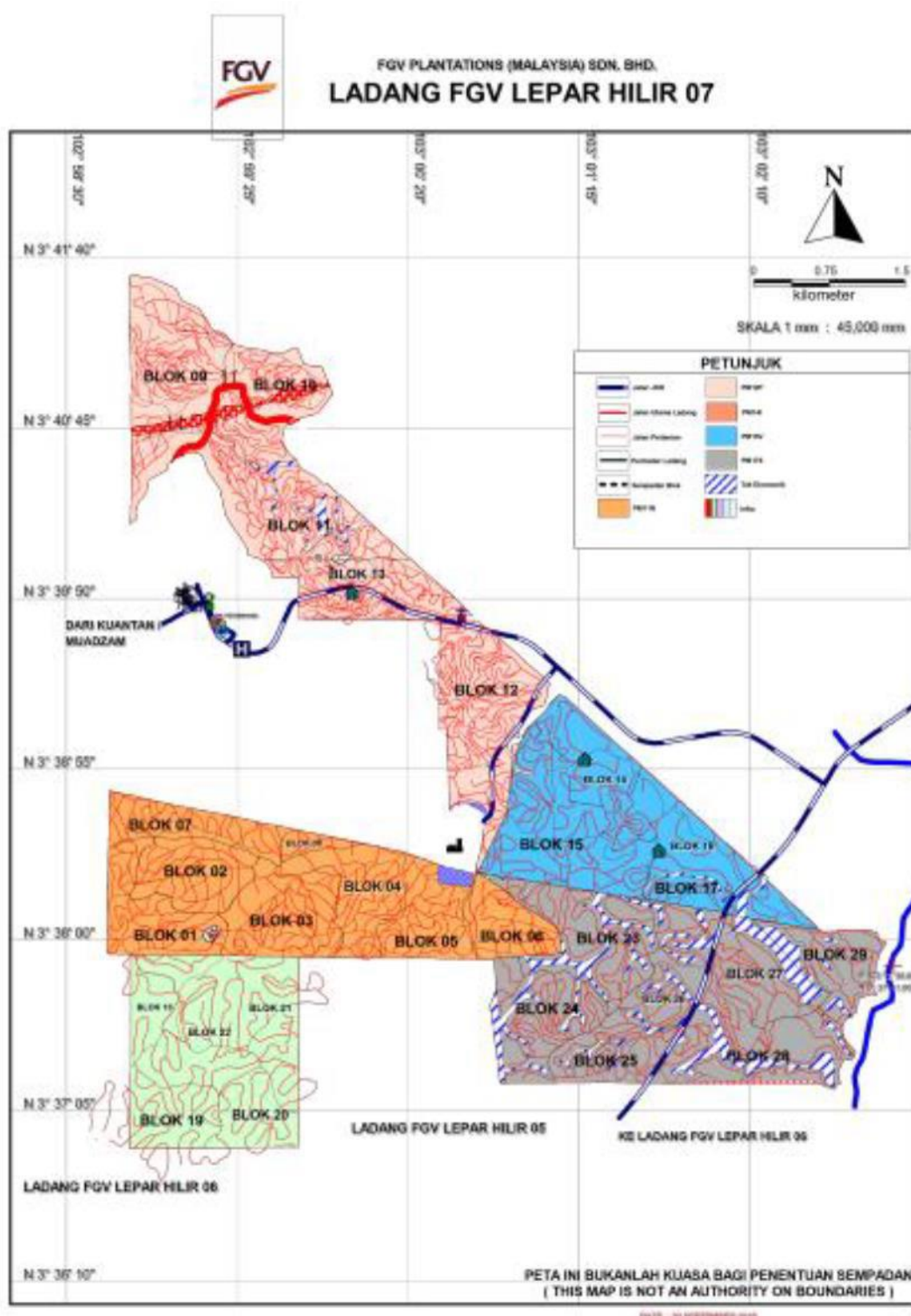


FGV PLANTATIONS (MALAYSIA) SDN. BHD.
LADANG FGV LEPAR HILIR 06



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Lepar Hilir 7 Estate

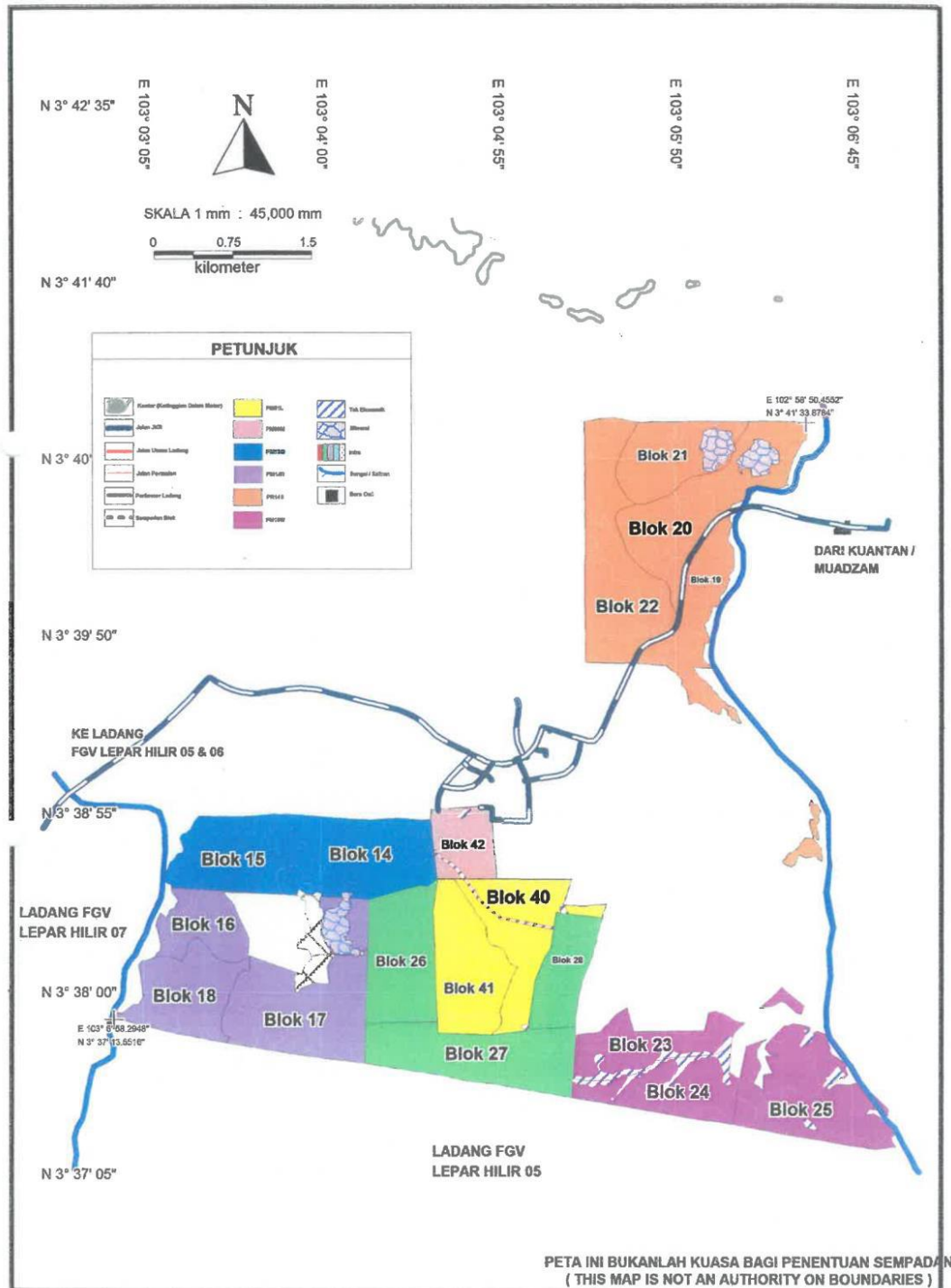


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Lepar Hilir 8 Estate



FGV PLANTATIONS (MALAYSIA) SDN. BHD.
LADANG FGV LEPAR HILIR 08



Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									
Note: * are smallholders sampled in this audit.									

Appendix F: List of Abbreviations

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