

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: Sustainability Compliance & Certification Department, Level 20, West Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd (Kerteh Palm Oil Mill) Location of Certification Unit: Jalan Jerangau- Jabor Penghantar 3, Bandar Ketengah Jaya, 23309 Terengganu, Malaysia.
Date of Final Report: 11/05/2024

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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, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd (Kerteh Palm Oil Mill)		
Location / Address	Jalan Jerangau- Jabor Penghantar 3, Bandar Ketengah Jaya, 23309 Terengganu, Malaysia.		
Website	http://www.fgvholdings.com		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+603-2789 0497	Facsimile	+603-2789 0440

2. Certification Information			
Certificate Number	RSPO 693209	Certificate Start Date	11/02/2024
Date of First Certification	11/02/2019	Certificate Expiry Date	10/02/2029
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 type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54 mt/hr
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)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693211	MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills	BSI Services Malaysia Sdn Bhd	28/04/2024
MSPO 693212	MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders		28/04/2024
MSPO SCCS-TCI-021-2020	MSPO Supply Chain Certification Standard 2018	Trans Certification International (TCI)	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Kerteh Palm Oil Mill	Jalan Jerangau- Jabor Penghantar 3, 23309 Ketengah Jaya, Terengganu, Malaysia.	4° 37' 33.65" N	103° 19' 55.03" E
FGVPM Semaring 01 Estate	Ladang Felda Semaring 01, Pejabat Pos A.M.B.S, 23400, Dungun Terengganu, Malaysia.	4° 40' 20.21" N	103° 02' 24.11" E
FGVAS Kerteh Estate	Ladang FASSB Kerteh, Jalan Kelubi, Ketengah Jaya, 23300 Dungun, Terengganu, Malaysia.	4° 34' 29.00" N	103° 19' 13.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Semaring 01 Estate	981.05	0	265.42	1,246.47	78.70
FGVAS Kerteh Estate	100.94	0	11.01	111.95	90.17
Total	1,081.99	0	276.43	1,358.42	79.65

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Semaring 01 Estate	0	981.05	-	0	981.05	-
FGVAS Kerteh Estate	0	-	100.94	0	100.94	-
Total (ha)	0	981.05	100.94	0	1,081.99	-

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 23 – Jan 24)	Actual (Jan 23 - Nov 23)		Forecast (Feb 24 – Jan 25)
		Previous license period (Jan 23)	Current license period (Feb 23 - Nov 23)	
FGVPM Semaring 01 Estate	3,500.00	478.75	5,268.93	17,658.90
FGVAS Kerteh Estate	2,700.00	99.47	1,287.27	1,816.92
Total	6,200.00	7,134.42		19,475.82

Notes:

- (1) During the reporting period, FGVPM Semaring 01 Estate increased its delivery of FFBs to FGVPISB Kerteh Palm Oil Mill compared to the previous year, in response to directives from senior management.
- (2) For the duration spanning Feb 2024 to Jan 2025, FGVPM Semaring 01 Estate is committed to delivering 100% of its FFBs to FGVPISB Kerteh Palm Oil Mill, in alignment with directives from senior management.

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 23 – Jan 24)	Actual (Jan 23 - Nov 23)		Forecast (Feb 24 – Jan 25)
		Previous license period (Jan 23)	Current license period (Feb 23 - Nov 23)	
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 (Feb 23 – Jan 24)	Actual (Jan 23 - Nov 23)		Forecast (Feb 24 – Jan 25)
		Previous license period (Jan 23)	Current license period (Feb 23 - Nov 23)	
Hoo Hee Ming	200.00	12.88	106.18	220.00
Wong Tee Boon	18.00	0.00	2.36	20.00
TH Plantations Berhad	100.00	0.00	365.79	500.00
Chin Shian Mei	100.00	5.10	60.36	100.00
Waqaf Tandan Sawit	50.00	0.00	11.49	50.00
Sar Fruit (M) Sdn Bhd	800.00	90.06	645.17	850.00
Imbasan Padu Sdn Bhd	500.00	89.91	659.84	750.00

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FGVPM Rantau Abang 1	1,550.00	226.90	2917.71	1,850.00
FGVPM Rantau Abang 2	900.00	160.68	939.63	950.00
Eng Huat Latex	20,000.00	2330.96	28716.51	20,000.00
Tai Ichi Enterprise	14,000.00	1259.06	17301.41	15,000.00
Kim Ma Oil Palm	13,000.00	884.78	12041.74	14,000.00
Pertubuhan Peladang Negeri Terengganu	600.00	40.84	619.31	750.00
JKKR Felda Kerteh 02	10,200.00	614.82	6404.05	8,000.00
Ketengah Jaya Sdn Bhd	1,100.00	79.10	1128.70	1,200.00
Koperasi Permodalan Felda Malaysia	62,000.00	2667.43	32449.72	45,000.00
Felda Kerteh 01	4,200.00	256.10	2566.46	3,000.00
Felda Kerteh 02	15,600.00	1042.63	9537.72	10,000.00
Felda Kerteh 03	15,300.00	824.81	6657.77	8,000.00
Felda Kerteh 04	9,200.00	503.20	5875.89	8,000.00
Felda Kerteh 05	10,200.00	514.87	4691.64	8,000.00
Felda Kerteh 06	10,500.00	577.69	5310.75	8,000.00
Total	190,118.00	151,192.02		154,240.00

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	Jan - 2023	578.22	12,187.40	12,765.62
2	Feb - 2023	136.85	11,250.09	11,386.94
3	Mac - 2023	280.36	11,518.58	11,798.94
4	Apr - 2023	157.43	10,757.47	10,914.90
5	Mei - 2023	598.42	13,323.05	13,921.47
6	Jun - 2023	480.08	10,397.99	10,878.07
7	Jul - 2023	652.51	13,496.40	14,148.91
8	Ogos - 2023	904.16	15,576.68	16,480.84
9	Sep - 2023	1,040.60	17,842.20	18,882.80
10	Okt - 2023	1,337.64	18,308.55	19,646.19
11	Nov - 2023	968.15	16,533.61	17,501.76
TOTAL		7,134.42	151,192.02	158,326.44

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb 23 – Jan 24)	Actual (Jan 23 - Nov 23)		Forecast (Feb 24 – Jan 25)
	Previous license period (Jan 23)	Current license period (Feb 23 - Nov 23)	
FFB	FFB		FFB
10,800.00 mt	578.22 mt	6,556.20 mt	19,475.82 mt
	TOTAL	7,134.42 mt	
CPO (OER: 20.70 %)	CPO (OER: 21.22 %)		CPO (OER: 20.60 %)
2,240.00 mt	122.70 mt	1,391.23 mt	4,012.02 mt
	TOTAL	1,513.92 mt	
PK (KER: 5.19 %)	PK (KER: 5.38 %)		PK (KER: 5.45 %)
568.30 mt	31.11 mt	352.72 mt	1,061.43 mt
	TOTAL	383.83 mt	
Notes: (1) During the reporting period, FGVP M Semaring 01 Estate increased its delivery of FFBs to FGVPISB Kerteh Palm Oil Mill compared to the previous year, in response to directives from senior management. (2) For the duration spanning Feb 2024 to Jan 2025, FGVP M Semaring 01 Estate is committed to delivering 100% of its FFBs to FGVPISB Kerteh Palm Oil Mill, in alignment with directives from senior management.			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jan - 2023	122.70	31.11
2	Feb - 2023	26.47	7.51
3	Mac - 2023	56.98	15.78
4	Apr - 2023	33.33	8.69
5	Mei - 2023	21.95	5.78
6	Jun - 2023	83.05	19.69
7	Jul - 2023	140.17	30.12
8	Ogos - 2023	225.45	54.01
9	Sep - 2023	246.00	66.31
10	Okt - 2023	325.90	82.97
11	Nov - 2023	231.92	61.86
TOTAL		1,513.92	383.83

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11. Summary of Actual Volume sold					
Current License period (Feb 23 - Nov 23)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	1,253.47	1,253.47
PK (MT)	300.16	-	-	-	300.16
Credits	245.75	-	-	-	245.75
Previous License period (Jan 23)					
CPO (MT)	-	-	-	0	0
PK (MT)	18.41	-	-	-	18.41
Credits	107.02	-	-	-	107.2
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	FGV Kernel Products Sdn. Bhd.	RSPG3740F	0.00	54.81
2	FGV Kernel Products Sdn. Bhd.	RSPG3381F	0.00	53.18
3	FGV Kernel Products Sdn. Bhd.	RSPG3014F	0.00	13.69
4	FGV Kernel Products Sdn. Bhd.	RSPG3014F	0.00	45.26
5	FGV Kernel Products Sdn. Bhd.	RSPG12705F	0.00	14.93
6	FGV Kernel Products Sdn. Bhd.	RSPG12705F	0.00	32.67
7	FGV Kernel Products Sdn. Bhd.	RSPG2448F	0.00	42.96
8	FGV Kernel Products Sdn. Bhd.	RSPG1859F	0.00	10.27
9	FGV Kernel Products Sdn. Bhd.	RSPG1590F	0.00	16.81
10	FGV Kernel Products Sdn. Bhd.	RSPG1370F	0.00	15.32
TOTAL			0.00	299.90

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
Nil	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 (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
Nil	N/A	N/A	N/A
TOTAL		N/A	N/A

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	FGV – Kuantan Oil Products (KOP)	N/A	N/A
TOTAL			N/A

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	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			N/A	N/A		N/A			N/A
IS-CSPO	N/A	N/A	N/A	N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A	N/A	N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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)
Nil	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A
Note: 1 mt = 1 credit						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Feb 23 - Nov 23)							
Credits				N/A	N/A	N/A	N/A

Physical	N/A	N/A	N/A			
Previous License period (Jan 23)						
Credits				N/A	N/A	N/A
Physical	N/A	N/A	N/A			

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)
Nil	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

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 **18/12/2023 – 21/12/2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI websites from 30/10/2023 to 17/12/2023 as per weblink as following:

https://rspo.org/wp-content/uploads/RSPO-Public-Notification_Recertification_Kerteh-Palm-Oil-Mill-Supply-Base_English.pdf

https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2023/11-7.-rspo-public-notification_recertification_kerteh-palm-oil-mill--supply-base_bahasa-malaysia_rev.pdf

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 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 certification unit 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.

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 (ASA1_1)	Year 3 (ASA1_2)	Year 4 (ASA1_3)	Year 5 (ASA1_4)
FGVPI Kerteh Palm Oil Mill	✓	✓	✓	✓	✓
FGVPM Semaring 01 Estate	✓	✓	✓	✓	✓
FGVAS Kerteh Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: December 2, 2024 - December 5, 2024

Total Number of Mandays: 9.5 man-days

2.2 BSI Assessment Team

Name	Role	Competency
Hafriazhar Mohd. Mokhtar (HMM)	Team Leader	<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:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Haji Amir Bahari (HAB)	Team Member	<p>Education: Holds a Bachelor of Science (Hons) in Chemistry, University Science Malaysia & a Diploma in Palm Oil Milling Tech/Management, Malaysian Palm Oil Board.</p>

		<p>Work Experience: He has more than 30 years of plantation experience including managing rubber factories, palm oil mills and estates. Since 2014 he has started auditing professionally for varies scheme including RSPO and MSPO for varies accredited certification body.</p> <p>Training attended: He has completed ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course Endorsed RSPO P&C Refresher Training, HCV Awareness for RSPO/ MSPO auditors and RSPO HCV Audit Guidelines.</p> <p>Language proficiency: He is fluent in both verbal/written in Bahasa Malaysia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Yusof Khairan Nizar (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 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).</p> <p>. Also attended the Quality & Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodied 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 in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

Dr. Suhaili Sahari	Peer Reviewer	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530: 2013 part 1, 2, 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: GLOBALGAP, Euro GAP 10. MSPO Peer Reviewer Training 2 - 2017 by MPOCC. <p>Expertise: General Management, Auditing, Environment and Plantation Management.</p>
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Accompanying Persons:

Name	Role
Zulkifli Kamarol Zaman (ZKZ)	Observer

2.3 Assessment Plan

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

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Date	Time	Subjects	HMM	HAB	YKN	ZKZ
Sunday, 17/12/2023	PM	Audit team travel to Kerteh	✓	✓	✓	✓
Monday, 18/12/2023 Day 1 FGVPI Kerteh POM	9:00 AM – 9:30 AM	Opening Meeting: a) Opening Presentation by Audit team leader b) Confirmation of assessment scope and finalize audit plan including stakeholders' consultation c) Verification on previous audit findings	✓	✓	✓	✓
	9:30 AM – 12:30 PM	FGVPI Kerteh POM Mill visit: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, lab, weighbridge, and palm product storage area etc.	✓	✓	✓	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓	✓
	1:30 PM – 4:30 PM	Document Review P1 – P7: SOPs, review on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓	✓
	4:30 PM – 5:00 PM	a) Auditors discussion b) Day 1 Interim Closing Briefing	✓	✓	✓	✓
Tuesday, 19/12/2023 Day 2 FGVPM Semaring 01 Estate	9:00 AM – 12:30 PM	FGVPM Semaring 01 Estate Field visit: Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓	✓
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	-	-	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓	✓

Date	Time	Subjects	HMM	HAB	YKN	ZKZ
	1:30 PM – 4:30 PM	Document Assessment P1 – P7: SOPs, assessment on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓	✓
	4:30 PM – 5:00 PM	c) Auditors' discussion d) Day 2 Interim Closing Briefing	✓	✓	✓	✓
Wednesday, 20/12/2023 Day 3 FGVAS Kerteh Estate	9:00 AM – 12:30 PM	FGVAS Kerteh Estate Field visit: Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓	✓
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	-	-	✓
	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓	✓
	1:30 PM – 4:30 PM	Document Assessment P1 – P7: General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, assessment on pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓	✓
	4:30 PM – 5:00 PM	e) Auditors' discussion f) Day 3 Interim Closing Briefing	✓	✓	✓	✓
Thursday, 21/12/2023 Day 4 FGVPI Kerteh POM	9:00 AM – 12:00 PM	FGVPI Kerteh POM RSPO SCC general requirements, supply chain for CPO mill, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	-	-	-
	12:00 AM – 12:30 PM	Closing Meeting	✓	-	-	-

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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 FY2022. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2025. The updated time bound plan dated Jan 2023 shows that the plan spans from year 2017 until 2025.	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 below. 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.</p> <p>https://www.rspo.org/newsand-events/news/rspo-statement-regardingcomplaints-panel-decision-on-felda-global-ventureholdings</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. <p>FGV has begun the re-certification process for Kilang Sawit Serting. 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 lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of	No new acquisitions were recorded or in planning.	Complied

<p>acquisition. Certification plan for the new acquisition shall be available.</p> <p>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>		
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</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. <p>FGV has begun the re-certification process for Kilang Sawit Serting. 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 lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</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. 2. Mills and estates rationalization exercises effective June 2021. <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest date to certify the uncertified units will be in 2025.</p>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Changes to the time-bound plan since the last audit i.e. stretched to 2025 due to RSPO complaint panel on suspension of FGV. However, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan.</p> <p>There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest date to certify the uncertified units will be in 2025.</p>	<p>Complied</p>

Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There are 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 are new plantings after 1st January 2010 in few FGV estates. 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 M Tembangau 05, Ladang FGVP M Chegar Perah 02, Ladang FGVP M Selendang 03 and Ladang FGVP M Bukit Sagu 08 status HCVRN closed as per Malaysia HCV Network website link as following: https://www.hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia 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 occurred since last audit. 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 M Tenggaroh 12 and FGVP M 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
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	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. 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	Complied

	<p>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 socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has being 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:</p> <p>https://www.fgvholdings.com/sustainability/reportsupdates/</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</p>	
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	<p>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 necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
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).	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?	<p>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.</p> <p>These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project.</p> <p>Evidence are available through internal audit reports.</p>	Complied
Have there been any stakeholder (including NGO) consultation conducted?	<p>Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA).</p> <p>Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.</p>	Complied

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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 Kerteh POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Kerteh 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	Location Address	GPS Coordinates (in decimal degree)		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)			
				Latitude	Longitude						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
Kompleks Selancar B	Malaysia	Kilang Sawit FGVPI Selancar B	Kilang Sawit 2B, Peti Surat 98, 85007 Segamat, Johor	2.6405	103.0007		Certified	2017	2017	2022	No			
Kompleks Selancar B	Malaysia	Ladang FGVPM Selancar 06	Ladang Felda Selancar 06. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.69397	102.949	3,565.72	Certified	2017	2017	2022	No			
Kompleks Selancar B	Malaysia	Ladang FGVPM Selancar 08	Ladang Felda Selancar 08. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.61384	103.005	1,704.53	Certified	2017	2017	2022	No			
Kompleks Selancar B	Malaysia	Ladang FGVPM Selancar 09	Ladang Felda Selancar 09. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.61949	103.021	2,960.36	Certified	2017	2017	2022	No			

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Kompleks Selendang	Malaysia	Kilang Sawit FGVPI Selendang	Kilang Sawit Selendang, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin, Pahang	2.7049	103.4406		Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Berabong 01	Ladang Felda Berabong 01, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.773523	103.320904	1810.32	Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	Ladang Felda Berabong 02, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.773906	103.320407	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Selendang	Malaysia	Ladang FGVPM Selendang 03	Ladang Felda Selendang 03, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.70046	103.371	2,204.34	Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Selendang 04	Ladang Felda Selendang 05, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Darul Makmur.	2.65837	103.427	2,251.52	Certified	2017	2017	2022	No			

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Kompleks Selendang	Malaysia	Ladang FGVPM Selendang 05	Ladang Felda Selendang 04, Pejabat Pos Kuala Rompin , 26800 ,Kuala Rompin , Darul Makmur.	2.65837	103.427	1,804.06	Certified	2017	2017	2022	No			
Kompleks Bukit Sagu	Malaysia	Kilang Sawit FGVPI Bukit Sagu	Kilang Sawit Bukit Sagu, Peti Surat 69, 25700 Kuantan, Pahang	3.9674	103.1483		Certified	2017	2017	2022	No			
Kompleks Bukit Sagu	Malaysia	Ladang FGVPM Bukit Sagu 04	Ladang Felda Bukit Sagu 04, Peti Surat 331, 25740 Kuantan, Pahang Darul Makmur.	4.012719	103.154639	3406.50	Certified	2017	2017	2022	No			
Kompleks Bukit Sagu	Malaysia	Ladang FGVPM Bukit Sagu 06	Ladang Felda Bukit Sagu 06, Peti Surat 451, 25740 Kuantan, Pahang Darul Makmur.	4.046057	103.110099	1766.44	Certified	2017	2017	2022	No			
Kompleks Bukit Sagu	Malaysia	Ladang FGVPM Bukit Sagu 07	Ladang Felda Bukit Sagu 07, Peti Surat 355, 25740 Kuantan, Pahang Darul Makmur.	3.991401	103.100328	2204.74	Certified	2017	2017	2022	No			
Kompleks Bukit Sagu	Malaysia	Ladang FGVPM Bukit Sagu 08	Ladang Felda Bukit Sagu 08, 26130 Kuantan, Pahang Darul Makmur	3.960757	103.189136	2233.28	Certified	2017	2017	2022	No			
Kompleks Keratong 9	Malaysia	Kilang Sawit FGVPI Keratong 9	Kilang Sawit Keratong 9, Peti Surat 32, 26900 Bandar	2.9698	102.9587		Certified	2017	2017	2022				

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			Tun Razak, Pahang											
Kompleks Keratong 9	Malaysia	Ladang FGVPM Bera Selatan 05	Ladang Felda Bera Selatan 05, Peti Surat 29 , 26900 Bandar Tun Razak, Pahang Darul Makmur	3.00366	102.77	2785.60	Certified	2017	2017	2022	No			
Kompleks Keratong 9	Malaysia	Ladang FGVPM Bera Selatan 07	Ladang Felda Bera Selatan 07, Peti Surat 29 , 26900 Bandar Tun Razak, Pahang Darul Makmur	3.00419	102.77	2281.30	Certified	2017	2017	2022	No			
Kompleks Keratong 9	Malaysia	Ladang FGVPM Keratong Timur	Ladang Felda Keratong Timur, P.O No.72, 26700 Bandar Muazam Shah, Pahang Darul Makmur	2.92912	103.167	1281.20	Certified	2017	2017	2022	No			
Kompleks Keratong 9	Malaysia	Ladang FGVPM Merchong 01	Ladang Felda Merchong, Peti Surat 64, 26707 Bandar Muazam Shah, Pahang Darul Makmur	3.070503	103.15187	1,634.94	Certified	2017	2017	2022	No			
Kompleks Keratong 9	Malaysia	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	Ladang Felda Bera Selatan 06,28300, triang, pahang	3.05543	102.735	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisa si Estate (From Non certified area	-

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																	Tementi complex) & Suspension New Certification by RSPO CP	
Kompleks Keratong 9	Malaysia	Ladang FGVAS Merchong	STESEN PENYELIDIKAN MERCHONG, 41 - 004 LORONG PERMAI KIRI DESA TERATAI, 26700 MUADZAM SHAH, PAHANG DARUL MAKMUR	103.1420	3.0806	381.85	Certified	2017	2017	2022	No							
Kompleks Lepar Utara 6	Malaysia	Kilang Sawit FGVPI Lepar Utara 6	Kilang Sawit Lepar Utara 6, Peti Surat 12, Pejabat Pos 2020, 26400 Bandar Pusat Jengka, Pahang	3.9711	102.6918		Certified	2017	2017	2022								
Kompleks Lepar Utara 6	Malaysia	Ladang FGVPM Lepar Utara 05	Ladang Felda Lepar Utara 05, W/P Felda Lepar Utara 01, 26400 Bandar Jengka, Pahang Darul Makmur	3.841001	102.77297	1819.02	Certified	2017	2017	2022	No							
Kompleks Lepar Utara 6	Malaysia	Ladang FGVPM Lepar Utara 07	Ladang Felda Lepar Utara 07, 27000 Jerantut, Pahang Darul Makmur	3.920264	102.688664	2,259.90	Certified	2017	2017	2022	No							

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Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 08	Ladang Felda Lepar Utara 08, Peti Surat 74, 26400 Bandar Jengka, Pahang darul Makmur	3.927435	102.689196	2,445.33	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 09	Ladang Felda Lepar Utara 09, Peti Surat No 61, 26400 Bandar Jengka, Pahang Darul Makmur	3.953503	102.732327	2,825.19	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 10	Ladang Felda Lepar Utara 10, 26400 Bandar Jengka, Pahang Darul Makmur	3.87906	102.734069	1,722.46	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 11	Ladang Felda Lepar Utara 11, 26400 Bandar Jengka, Pahang Darul Makmur	3.953503	102.732327	1,622.39	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 14	Ladang Felda Lepar Utara 12, 26400 Bandar Jengka, Pahang Darul Makmur	3.952174	102.731789	1,497.24	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 12 (LADANG RASIONALISASI)	Ladang Felda Lepar Utara 13, 26400 Bandar Jengka, Pahang Darul Makmur	3.9275	102.7972222	1794.53	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Lepar Utara 6	Malaysia	Ladang FGVP Lepar Utara 13 (LADANG RASIONALISASI)	Ladang Felda Lepar Utara 14, W/Pos Felda Lepar Utara 01, 26400 Bandar	3.903007	102.797145	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	

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			Jengka, Pahang Darul Makmur											
Kompleks Maokil	Malaysia	Kilang Sawit FGVPI Maokil	Kilang Sawit Maokil, Peti Surat 14, 85300 Labis, Johor	2.2993	102.9846		Certified	2017	2017	2022				
Kompleks Maokil	Malaysia	Ladang FGVP Maokil 06	Ladang Fel Maokil 06, W/Pos Maokil, 85300 Labis, Johor Darul Takzim	2.29792	102.97	2,957.22	Certified	2017	2017	2022	No			
Kompleks Maokil	Malaysia	Ladang FGVP Maokil 07	Ladang Fel Maokil 07, W/Pos Maokil, 85300 Labis, Johor Darul Takzim	2.29719	102.971	2,625.08	Certified	2017	2017	2022	No			
Kompleks Kemasul	Malaysia	Kilang Sawit FGVPI Kemasul	Kilang Sawit Kemasul, Pe jabat Pos Triang, 28310 Triang, Pahang	3.2733	102.2321		Certified	2017	2017	2022				
Kompleks Kemasul	Malaysia	Ladang FGVP Mengkarak 01	Ladang Fel Mengkarak 01, D/a Karung berkunci 01 , Pejabat Pos Triang 28309 , Triang . Pahang Darul Makmur.	3.286685	102.299853	2,770.48	Certified	2017	2017	2022	No			

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Kompleks Kemasul	Malaysia	Ladang FGVP Mengkarak 02	Ladang Felda Mengkarak 02, D/a Felda Chemomoi, 28330 Triang , Pahang Darul Makmur.	3.29846	102.334	2,334.95	Certified	2017	2017	2022	No			
Kompleks Krau	Malaysia	Kilang Sawit FGVPI Krau	Kilang Sawit Krau, Peti Surat 17, 28700 Bentong, Pahang	3.6492	101.9770		Certified	2017	2017	2022				
Kompleks Krau	Malaysia	Ladang FGVP Krau 02	Ladang Felda Krau 02 , 28800,Lurah Bilut, Bentong , Pahang Darul Makmur	3.612148	101.955639	2252.13	Certified	2017	2017	2022	No			
Kompleks Krau	Malaysia	Ladang Krau 03 (LADANG RASIONALISASI)	Ladang Felda Krau 03 , 28800,Lurah Bilut, Bentong , Pahang Darul Makmur	3.611172	101.956048	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisa si Estate (From certified area)	
Kompleks Krau	Malaysia	Ladang Krau 04	Ladang Felda Krau 04, Peti surat No 25 , 28707 Bentong Pahang Darul Makmur	3.611172	101.956048	2,186.14	Certified	2017	2017	2022	No			
Kompleks Lepar Hilir	Malaysia	Kilang Sawit FGVPI Lepar Hilir	Kilang Sawit Lepar Hilir, Karung Kunci No.3, Pejabat Gambang,	3.6437	103.0113		Certified	2017	2017	2022				

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			26300 Kuantan, Pahang											
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 5	Ladang Felda Lepar Hilir 05, 26300 Gambang, Pahang Darul Makmur	3.600919	103.011312	2,889.54	Certified	2017	2017	2022	No			
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 6	Ladang Felda Lepar Hilir 06, 26300 Gambang, Pahang Darul Makmur	3.59971	103.011322	2,646.97	Certified	2017	2017	2022	No			
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Ladang Felda Lepar Hilir 07, 26300 Gambang, Pahang Darul Makmur	3.662037	102.988343	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 8	Ladang Felda Lepar Hilir 08, 26300 Gambang, Pahang Darul Makmur	3.651277	103.084219	1,412.79	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Kilang Sawit FGVPI Triang	Kilang Sawit Triang, Pejabat Pos Triang, 28300 Triang, Pahang	3.2700	102.5791		Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVPM Triang 2	Ladang Felda Triang Selatan 01, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.15673	102.533	1682.62	Certified	2017	2017	2022	No			

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Kompleks Triang	Malaysia	Ladang FGVPM Triang 4	Ladang Felda Triang Selatan 02, 28300 Bera, Pahang Darul Makmur	3.122715	102.540354	2371.09	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 1	Ladang Triang 02, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.228085	102.525232	1695.87	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	Ladang Triang 04, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.25869	102.566	1641.91	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 01	Ladang Felda Bera Selatan 01, Mini Pos Bandar 32, 28300 Triang, Pahang Darul Makmur	3.19889	102.608	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisa si mills (Transfer from non certified complex) & Suspension New Certificatio n by RSPO CP	
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	Ladang Felda Bera Selatan 02, minipos bandar 32, 28200 bera, Pahang	3.1254	102.630778	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisa si Estate & Suspension New Certificatio n by RSPO CP (Combine with non Certified Area)	

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Kompleks Triang	Malaysia	Ladang FGVP Bera Selatan 04	Ladang Felda Bera Selatan 04, Wakil Pos Felda Sebertak, 28300 Triang, Pahang Darul Makmur	3.05543	102.735	1880.15	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	
Kompleks Kechau B	Malaysia	Kilang Sawit FGVP Kechau B	Kilang Sawit Kechau B, Peti Surat 57, 27207 Kuala Lipis, Pahang	4.2424	102.1048		Certified	2017	2017	2022				
Kompleks Kechau B	Malaysia	Ladang FGVP Telang 01	Ladang Felda Telang 01, 27100, Padang Tengku, Kuala Lipis, Pahang darul makmur	4.325381	102.010071	2258.75	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVP Cegar Perah 02	Ladang Felda Cegar Perah 02, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.486046	101.958675	2613.66	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVP Kechau 02	Ladang Felda Kechau 02, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.313333	102.02162	2076.09	Certified	2017	2017	2022	No			

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Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 03	Ladang Felda Kechau 03, Peti Surat 35 , 27200 , Kuala Lipis , Pahang Darul Makmur	4.285857	102.048725	2532.78	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 06	Ladang Felda Kechau 06, 27100 , Padang Tengku , Kuala Lipis , Pahang Darul Makmur	4.264778	102.086105	2756.97	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 07	Ladang Felda Kechau 07, Peti surat 56 , 2700 , Kuala Lipis , Pahang Darul Makmur	4.331579	102.101862	2937.49	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 08	Ladang Felda Kechau 08, Peti Surat 27 , 27100 , Padang Tengku , Kuala Lipis , Pahang Darul Makmur	4.212818	102.07974	2385.21	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 09	Ladang Felda Kechau 09, 27100 , Padang Tengku , Kuala Lipis , Pahang Darul Makmur	4.220496	102.118674	2689.42	Certified	2017	2017	2022	No			

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Kompleks Kechau B	Malaysia	Ladang FGVP Kechau 10	Ladang Felda Kechau 10, Peti surat 46 , 27200 ,Kuala Lipis , Pahang Darul Makmur	4.249689	102.143975	2680.58	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVP Kechau 11	Ladang Felda Kechau 11, Peti Surat 15 , 27200 , Kuala Lipis , Pahang Darul Makmur	4.308279	102.131807	2934.70	Certified	2017	2017	2022	No			
Kompleks Kechau B	Malaysia	Ladang FGVS Telang	STESEN PENYELIDIKAN TELANG, PADANG TENGGU, 27100 KUALA LIPIS, PAHANG DARUL MAKMUR.	101.9650	4.3136	572.80	Certified	2017	2017	2022	No			
Kompleks Palong Timur	Malaysia	Kilang Sawit FGVP Palong Timur	Kilang Sawit Palong Timur, Peti Surat 2, 73400 Gemas, Negeri Sembilan	2.7411	102.7049		Certified	2017	2017	2022				
Kompleks Palong Timur	Malaysia	Ladang FGVP Palong Timur 4 (LADANG RASIONALISASI)	Ladang Felda Palong Timur 04 , W/Pos Bandar Pusat Palong 04 , 73460 Gemas Negeri Sembilan Darul Khusus	2.78145	102.695	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	

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Kompleks Palong Timur	Malaysia	Ladang FGVP Palong Timur 5	Ladang Felda Palong Timur 05, W/Pos Bandar Pusat Palong 04, 73460 Gemas, Negeri Sembilan Darul Khusus	2.78109	102.694	2,028.31	Certified	2017	2017	2022	No			
Kompleks Palong Timur	Malaysia	Ladang FGVP Palong Timur 6	Ladang Felda Palong Timur 06, W/Pos Felda Palong Timur 01, Karung Kunci 104, 85100 Segamat, Johor Darul Takzim	2.70251	102.685	2,760.89	Certified	2017	2017	2022	No			
Kompleks Besout	Malaysia	Kilang Sawit FGVPI Besout	Kilang Sawit Besout, Pejabat Pos Sungkai, 35600 Sungkai, Perak	3.8810	101.2759		Certified	2017	2017	2022				
Kompleks Besout	Malaysia	Ladang FGVP Besout 06	Ladang Felda Besout 06 , 35600 , Sungkai , Perak.	3.777646	101.277377	2383.19	Certified	2017	2017	2022	No			
Kompleks Besout	Malaysia	Ladang FGVP Besout 07	Ladang Felda Besout 07 , 35600 , Sungkai , Perak.	3.843	101.293	2910.47	Certified	2017	2017	2022	No			
Kompleks Neram	Malaysia	Kilang Sawit FGVPI Neram	Kilang Sawit Neram, Pejabat Pos Mini Felda	4.0133	103.2893		Certified	2017	2017	2022	No			

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			Neram 1, 26160 Kuantan, Pahang											
Kompleks Neram	Malaysia	Ladang FGVP Cherul 03	Ladang Felda Cherul 03, W/Pos Bandar Baru Cheneh, 24000 Kemaman, Terengganu Darul Iman	4.121786	103.177	2772.19	Certified	2017	2017	2022	No			
Kompleks Chini 3	Malaysia	Kilang Sawit FGVPI Chini 3	Kilang Sawit Chini 3, D/A Bandar Chini 1, 26600 Pekan, Pahang	3.3662	102.9305		Certified	2017	2017	2022				
Kompleks Chini 3	Malaysia	Ladang FGVP Chini Timur 4	Ladang Felda Chini Timur 04, Bandar DARA Chini, 26600, Pekan, Pahang darul Makmur.	3.330437	103.018218	1465.45	Certified	2017	2017	2022	No			
Kompleks Chini 3	Malaysia	Ladang FGVP Terapai 01	Ladang Felda Terapai 01, Pejabat Pos Gambang, 26300 Gambang, Pahang Darul Makmur	3.44771	102.865	2169.07	Certified	2017	2017	2022	No			
Kompleks Chiku	Malaysia	Kilang Sawit FGVPI Chiku	Kilang Sawit Chiku, Peti Surat 29, 18300 Gua Musang, Kelantan	4.9429	102.2033		Certified	2018	2018	2022				

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Kompleks Chiku	Malaysia	Ladang FGVP Chiku 04	Ladang Felda Chiku 04, Peti Surat 81, 18300 Gua Musang, Kelantan Darul Naim	4.98428	102.194	2144.70	Certified	2018	2018	2022	No			
Kompleks Chiku	Malaysia	Ladang FGVP Chiku 08	Ladang Felda Chiku 08, Peti Surat 23, 18300 Gua Musang, Kelantan Darul Naim	5.03254	102.147	1931.57	Certified	2018	2018	2022	No			
Kompleks Keratong 2	Malaysia	Kilang Sawit FGVP Keratong 2	Kilang Sawit Keratong 2, Peti Surat 28, 26900 Bandar Tun Razak, Pahang	2.9191	102.8733		Certified	2018	2018	2022				
Kompleks Keratong 2	Malaysia	Ladang FGVP Bera Selatan 03	Ladang Felda Bera Selatan 03, 72120 Seri Jempol, 72109 Bahau, Negeri Sembilan Darul Khusus	2.90871	102.682	2766.42	Certified	2018	2018	2022	No			
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVP Keratong 3	Kilang Sawit Keratong 3, Peti Surat 21, 26900 Bandar Tun Razak, Pahang	2.9327	102.9349		Certified	2018	2018	2022				
Kompleks Keratong 3	Malaysia	Ladang FGVP Keratong 11	Ladang Felda Keratong 11, 26900, Bandar Tun Razak	2.88549	103.018	1196.40	Certified	2018	2018	2022	No			

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			Pahang Darul Makmur											
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh	Kilang Sawit Kerteh, Beg Berkunci No.3, 23309 Ketengah Jaya, Terengganu	4.6260	103.3319		Certified	2018	2018	2022				
Kompleks Kerteh	Malaysia	Ladang FGVM Semaring 01	Ladang Felda Semaring 01, P.O. Box No. 07 , Pejabat Pos A.M.B.S , 23400 , Dungun Trengganu Darul Iman.	4.672093	103.040	1246.47	Certified	2018	2018	2022	No			
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	STESEN PENYELIDIKAN KERTEH, JALAN KELUBI, BANDAR KETENGAH JAYA, 23300 DUNGUN TERENGGANU	103.3320	4.5619	111.95	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi	Kilang Sawit Kota Gelanggi, W/P Felda Kota Gelanggi, 27000 Jerantut, Pahang	3.9216	102.4899		Certified	2018	2018	2022				
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPPTR	PUSAT PENYELIDIKAN PERTANIAN TUN RAZAK, 26400 BANDAR	102.5360	3.8945	2379.69	Certified	2018	2018	2022	No			

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			JENGA, PAHANG DARUL MAKMUR.											
Kompleks Kota Gelanggi	Malaysia		STESEN PENYELIDIKAN KOTA GELANGGI 05, WAKIL POS KOTA GELANGGI 02, 27000 JERANTUT, PAHANG DARUL MAKMUR.	102.5810	3.9623	1382.79	Certified	2018	2018	2022	No			
		Ladang FGVAS Kota Gelanggi 5												
Kompleks Kota Gelanggi	Malaysia		STESEN PENYELIDIKAN KOTA GELANGGI 06, WAKIL POS KOTA GELANGGI 02, 27000 JERANTUT, PAHANG DARUL MAKMUR.	102.5750	3.9332	1440.02	Certified	2018	2018	2022	No			
		Ladang FGVAS Kota Gelanggi 6												
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21	Kilang Sawit Jengka 21, Peti Surat 70, 26400 Bandar Jengka, Pahang	3.7406	102.4898		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia		PUSAT PENYELIDIKAN JENGA 24/25, 26400 BANDAR JENGA, PAHANG	102.4290	3.7667	894.79	Certified	2018	2018	2022	No			
		Ladang FGVAS Jengka 24/25												

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			DARUL MAKMUR.											
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli	Kilang Sawit Penggeli, Peti Surat 28, Bandar Tenggara, 81000 Kulai, Johor	1.8278	103.6395		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVP Inas Selatan	Ladang Felda Inas Selatan, Wakil Pos Inas , 81000 , Kulai , Johor Darul Takzim.	1.7721	103.607	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong	Kilang Sawit Belitong, Peti Surat 61, 86007 Kluang, Johor	1.9378	103.4982		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVP Bukit Tongkat	Ladang Felda Bukit Tongkat B, 86000 Kluang , Johor	1.947091	103.471666	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVA Ulu Belitong	STESEN PENYELIDIKAN ULU BELITONG, 86000 KLUANG, JOHOR	103.4710	1.9336	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai	Kilang Sawit Kulai, W/P Felda Taib Andak, 81000 Kulai, Johor	1.7417	103.6475		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVA Bukit Besar/ Taib Andak	STESEN PENYELIDIKAN BUKIT BESAR,	103.6470	1.7452	55.91	Certified	2018	2018	2022	No			

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			81450 KULAI, JOHOR											
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela	Kilang Sawit Adela, Peti Surat 73, 81907 Kota Tinggi, Johor	1.5518	104.1872		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	Ladang Felda Kledang 02, D/a Felda Sening, 81900 Kota Tinggi, Johor Darul Takzim	1.481703	104.181139	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir	Kilang Sawit Serting Hilir, Peti Surat No. 3, 72120 Bandar Baru Serting, Negeri Sembilan	3.0116	102.4821		Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	Ladang Felda Tembangau 03, 28380 Kemayan, Pahang Darul Makmur	3.0425	102.534	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	Ladang Felda Tembangau 04, 28380 Kemayan, Pahang Darul Makmur	3.0427	102.5327	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Ladang Felda Tembangau 05, 28380 Kemayan,	3.0372	102.539	2178.44	Certified	2018	2018	2022	No			

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			Pahang Darul Makmur											
Kompleks Serting Hilir	Malaysia	Ladang FGVP Tembangau 07	Ladang Felda Tembangau 07, 28380 Kemayan , Pahang Darul Makmur	3.0287	102.5313	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVP Tembangau 08	Ladang Felda Tembangau 08, 28380 Kemayan , Pahang Darul Makmur	2.9887	102.588	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVP Tembangau 09	Ladang Felda Tembangau 09, 28380 Kemayan , Pahang Darul Makmur	3.0271	102.5223	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVP Serting Hilir 09	Ladang Felda Serting Hilir 09, 72120 Sri Jempol, Negeri Sembilan Darul Khusus	2.9451	102.499	1948.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVP Serting Hilir	STESAN PENYELIDIKAN SERTING HILIR 4 / TEMBANGAU, BANDAR SERI JEMPOL, 72120 NEGERI SEMBILAN	102.4880	2.9533	306.39	Certified	2018	2018	2022	No			

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Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang	Kilang Sawit Bukit Kepayang, Pejabat Pos Triang, 28300 Triang, Pahang	3.3465	102.5965		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	Ladang Felda Terapai 03, D/A Pejabat Felda Mayam, 28300 Triang, Pahang Darul Makmur	3.43109	102.781	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh	Kilang Sawit Tenggaroh, Peti Surat 67, 81907 Kota Tinggi, Johor	2.0599	103.9320		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	Ladang Felda Tenggaroh 09, D/a Felda Tenggaroh 03, Wakil Pos Jemaluang, 86810, Mersing, Johor Darul Takzim	2.09603	103.984	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	Ladang Felda Tenggaroh 11, D/a Felda Tenggaroh 06, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.14998	103.907	1927.64	Certified	2018	2018	2022	No			

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Kompleks Tenggaroh	Malaysia	Ladang FGVP Tenggaroh 13	Ladang Felda Tenggaroh 13, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim.	2.17811	103.913	1643.63	Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar	Kilang Sawit Nitar, Peti Surat 7, 86007 Kluang, Johor	2.4400	103.6626		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVP Nitar Timur	Ladang Felda Nitar Timur, Peti Surat 24, 86807 Mersing, Johor Darul Takzim	2.3777	103.769	2,241.97	Certified	2018	2018	2022	No			
Kompleks Wa Ha	Malaysia	Kilang Sawit FGVPI Wa Ha	Kilang Sawit Wa Ha, Karung Kunci No.524, 81907 Kota Tinggi, Johor	1.7957	104.0755		Certified	2018	2018	2022	No			
Kompleks Wa Ha	Malaysia	Ladang FGVP Bukit Aping Selatan	Ladang Felda Bukit Aping Selatan, D/a Felda Bukit Wa Ha, 81900 Kota Tinggi, Johor Darul Takzim	1.755859	104.073077	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A	Kilang Sawit Aring A, Peti Surat 30, 18300 Gua Musang, Kelantan	4.9409	102.3645		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certificatio	

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Kompleks Aring A	Malaysia	Ladang Aring 2	FGVPM	Ladang Felda Aring 02, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93893	102.369106	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 Aring 3	FGVPM	Ladang Felda Aring 15, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.95582	102.295	1995.77	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 4	FGVPM	Ladang Felda Aring 03, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.897	102.359	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 Aring 5	FGVPM	Ladang Felda Aring 04, P.O. Box No.1, 18300 Gua Musang,	4.897498	102.319414	1393.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension

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			Kelantan Darul Naim										New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang Aring 6 FGVP	Ladang Felda Aring 05, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.80822	102.32	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 Aring 07 FGVP (LADANG RASIONALISASI)	Ladang Felda Aring 06, P.O.Box No.34, 18300 Gua Musang, Kelantan Darul Naim.	4.95263	102.399	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 Aring 8 FGVP	Ladang Felda Aring 06, P.O.Box No.34, 18300 Gua Musang, Kelantan Darul Naim.	4.95263	102.399	2600.80	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 Aring 10 FGVP	Ladang Felda Aring 08, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.973964	102.437897	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 Aring 11 FGVP	Ladang Felda Aring 10, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.931694	102.449082	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 Aring 15 FGVP	Ladang Felda Aring 11, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93189	102.448399	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	Kilang Sawit Chalok, 21450 Setiu, Terengganu	5.4553	102.7836		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification	

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Kompleks Chalok	Malaysia	Ladang FGVP Setiu 1	Ladang Felda Setiu 01, 22100, Setiu, Terengganu Darul Iman	5.554713	102.722	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 FGVP Setiu 2 (LADANG RASIONALISASI)	Ladang Felda Setiu 02, 22100, Setiu, Terengganu Darul Iman	5.554713	102.722	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	Kilang Sawit Serting, 72100 Bandar Seri Jempol, Negeri Sembilan	2.9046	102.4462		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	Ladang Felda Serting Hilir 09, 72120 Sri Jempol, Negeri Sembilan Darul Khusus	2.94515	102.499	1712.29	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 FGVP Palong 17	Ladang Felda Palong 17, W/Pos Palong 13 , 73460 , Gemas, Negeri Sembilan ,Darul Khusus	2.836715	102.579831	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio n by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	Ladang Felda Palong 18 , Wakil Pos Palong 9, 73460 , Gemas , Negeri sembilan darul Khusus.	2.836715	102.579831	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio n by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	Ladang Felda Palong 17, W/Pos Palong 13 , 73460 , Gemas, Negeri Sembilan ,Darul Khusus	2.836715	102.579831	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio n by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	Ladang Felda Palong 20, W/Pos Palong 14, 73460 Gemas, Negeri Sembilan Darul Khusus	2.89235	102.617	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio n by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	Ladang Felda Palong 21, W/Pos Palong 14, 73460 Gemas, Negeri	2.89235	102.617	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio	

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			Sembilan Darul Khusus										n by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	Ladang Felda Tembangau 06, 28380 Kemayan, Pahang Darul Makmur	2.9896	102.588	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	Kilang Sawit Jerangau Barat, W/P Felda Jerangau, 21820 Ajil, Terengganu	4.9186	103.1354		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	Ladang Felda Rantau Abang 01, W/ Pos Jambu Bongkok, 21610, Merchang Terengganu .	4.972632	103.293	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	Landag Felda Rantau Abang 02, Kampung Jambu Bongkok, 21610, Merhang, Marang, Terengganu	4.926122	103.319	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Ladang Felda Chador 01, W/Pos Bukit Bading, 21810, Ajil Terengganu Darul Iman	5.04699	103.174	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Kilang Sawit Kalabakan, Peti Surat 62007, 91030 Tawau, Sabah	4.4177	117.4903		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Ladang Kalabakan Selatan 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.26804	117.519629	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Ladang Kalabakan Utara 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.446225	117.421412	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Kilang Sawit Hamparan Badai, Peti Surat 25, 91150 Cenderawasih, Sabah	5.3364	119.2037		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Ladang Sahabat 21, Peti Surat No. 99, 91150, Cenderawasih Lahad Datu, Sabah	5.19644	119.186	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hampan Badai	Malaysia	Ladang FGVP Sahabat 22	Ladang Sahabat 21, Peti Surat No. 99, 91150 , Cendrawasih Lahad Datu , Sabah	5.2325	119.207	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hampan Badai	Malaysia	Ladang FGVP Sahabat 23	Ladang Sahabat 23, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28366	119.207	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hampan Badai	Malaysia	Ladang FGVP Sahabat 24	Ladang Sahabat 24, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28038	119.216	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hampan Badai	Malaysia	Ladang FGVP Sahabat 26	Ladang Sahabat 26, Peti Surat No. 69, 91150 , Cendrawasih Lahad Datu , Sabah	5.3661	119.203	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hampan Badai	Malaysia	Ladang FGVP Sahabat 27 (LADANG RASIONALISASI)	Ladang Sahabat 27 Peti Surat No. 96, 91150 , Cendrawasih	5.36604	119.202	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	

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			Lahad Datu , Sabah											
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 28	Ladang Sahabat 28, Peti Surat No. 96, 91150 , Cendrawasih Lahad Datu , Sabah	5.36617	119.202	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 31	Ladang Sahabat 31, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28068	119.216	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 32 (LADANG RASIONALISASI)	Ladang Sahabat 32, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28128	119.215	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 33	Ladang Sahabat 33, Peti Surat No. 97, 91150 , Cendrawasih Lahad Datu , Sabah	5.36605	119.203	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 34	Ladang Sahabat 34, Peti Surat No. 34, 91150 , Cendrawasih Lahad Datu , Sabah	5.342668	119.158463	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVA Sahabat 59	STESEN PENYELIDIKAN SAHABAT TAMBISAN/S59 , PETI SURAT 02 POS CENDERAWASI H, 91150 LAHAD DATU, SABAH	124.594	9.35632	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Kilang Sawit Umas, WDT 43, 91009 Tawau, Sabah	4.5136	117.6509		Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVP Umas 05	Ladang Felda Umas 05, Peti Surat No. 62084 , 91028 , Tawau , Sabah.	4.475509	117.663655	1772.49	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVP Umas 06	Ladang Felda Umas 06, Peti Surat No. 61884 , 91028 , Tawau , Sabah.	4.475509	117.663655	1473.91	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Kilang Sawit Kembara Sakti, Peti Surat 24, 91150	5.3631	119.0934		Not Certified	2020			Yes	2023	Suspension New Certificatio	

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			Cenderawasih, Sabah										n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Ladang Sahabat 30, Peti Surat No. 04, 91150 , Cendrawasih Lahad Datu , Sabah	5.32311	119.055	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Ladang Sahabat 35, Peti Surat No. 35, 91150 , Cendrawasih Lahad Datu , Sabah	5.32298	119.055	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Ladang Sahabat 40, Peti Surat No. 40, 91150 , Cendrawasih Lahad Datu , Sabah	5.312599	119.08475	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Ladang Sahabat 41, Peti Surat No. 41, 91150 , Cendrawasih Lahad Datu , Sabah	5.362897	119.081981	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 42	Ladang Sahabat 42, Peti Surat No. 42, 91150 , Cendrawasih Lahad Datu , Sabah	5.359626	119.045714	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 43	Ladang Sahabat 43, Peti Surat No. 43, 91150 , Cendrawasih Lahad Datu , Sabah	5.307018	119.048759	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 53	Ladang Sahabat 53, Peti Surat No. 53, 91150 , Cendrawasih Lahad Datu , Sabah	5.32334	119.056	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang GGVP Sahabat 54	Ladang Sahabat 54, Peti Surat No. 54, 91150 , Cendrawasih Lahad Datu , Sabah	5.32321	119.056	1768.08	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVP Puspita	Kilang Sawit Mercu Puspita, Peti Surat 26, 91150 Cenderawasih, Sabah	5.2063	119.0132		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 07	Ladang Sahabat 07, Peti Surat No. 77, 91150, Cendrawasih, Lahad Datu, Sabah	5.15222	119.004	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 46	Ladang Sahabat 46, Peti Surat No. 46, 91150, Cendrawasih Lahad Datu, Sabah	5.15168	119.004	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 48	Ladang Sahabat 48, Peti Surat No. 48, 91150, Cendrawasih Lahad Datu, Sabah	5.15154	119.002	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 08 (LADANG RASIONALISASI)	Ladang Sahabat 08, Peti Surat No. 77, 91150, Cendrawasih, Lahad Datu, Sabah	5.15222	119.004	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVA Sahabat 06	Ladang Sahabat 08, Peti Surat No. 77, 91150, Cendrawasih,	5.15222	119.004	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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			Lahad Datu , Sabah											
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 50	Ladang Sahabat 50, Peti Surat No. 50, 91150 , Cendrawasih Lahad Datu , Sabah	5.15162	119.002	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 51	Ladang Sahabat 51, Peti Surat No. 51 91150 , Cendrawasih Lahad Datu , Sabah	5.15165	119.001	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 52	Ladang Sahabat 52, Peti Surat No. 52, 91150 , Cendrawasih Lahad Datu , Sabah	5.29939	118.986	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Kilang Sawit Lancang Kemudi, Peti Surat 30, 91150 Cenderawasih, Sabah	5.6230	119.0646		Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Ladang Sahabat 36, Peti Surat No. 36, 91150, Cendrawasih Lahad Datu, Sabah	5.2605	119.141	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Ladang Sahabat 38, Peti Surat No. 38, 91150, Cendrawasih Lahad Datu, Sabah	5.26904	119.135	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Ladang Sahabat 39, Peti Surat No. 39, 91150, Cendrawasih Lahad Datu, Sabah	5.2615	119.14	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Ladang Sahabat 44, Peti Surat No. 44, 91150, Cendrawasih Lahad Datu, Sabah	5.269	119.135	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Ladang Sahabat 45, Peti Surat No. 45, 91150, Cendrawasih	5.26863	119.135	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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			Lahad Datu , Sabah											
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 10	Ladang Sahabat 10, Peti Surat No. 10, 91150 , Cendrawasih Lahad Datu , Sabah	5.15346	119.004	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Kilang Sawit Embara Budi, Peti Surat 28, 91150 Cenderawasih, Sabah	5.1247	119.0987		Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 11	Ladang Sahabat 11, Peti Surat No. 11, 91150 , Cendrawasih Lahad Datu , Sabah	5.16558	119.144	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Ladang Sahabat 12, Peti Surat No. 12, 91150 , Cendrawasih Lahad Datu , Sabah	5.16549	119.145	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 17	Ladang Sahabat 17, Peti Surat No. 72, 91150 , Cendrawasih Lahad Datu , Sabah	5.16575	119.146	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 18 (LADANG RASIONALISASI)	Ladang Sahabat 18, Peti Surat No. 72, 91150 , Cendrawasih Lahad Datu , Sabah	5.165436	119.145958	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 20	Ladang Sahabat 20, Peti Surat No. 58, 91150 , Cendrawasih Lahad Datu , Sabah	5.16523	119.146	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 25	Ladang Sahabat 25, Peti Surat No. 91, 91150 , Cendrawasih Lahad Datu , Sabah	5.16507	119.145	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 56	Ladang Sahabat 56, Peti Surat No. 56, 91150 , Cendrawasih	5.08016	119.071	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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			Lahad Datu , Sabah											
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	STESEN PENYELIDIKAN SAHABAT 17, PETI SURAT 02 POS CENDERAWASI H, 91150 LAHAD DATU, SABAH	124.565	9.10611	1,862.22	Not Certified				Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Kilang Sawit Baiduri Ayu, Peti Surat 29, 91150 Cenderawasih, Sabah	5.0819	118.9400		Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Ladang Sahabat 09, Peti Surat No. 09, 91150 , Cendrawasih Lahad Datu , Sabah	5.10269	118.964	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Ladang Sahabat 16, Peti Surat No. 16, 91150 , Cendrawasih Lahad Datu , Sabah	5.15203	119.003	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Baiduri Ayu	Malaysia	Ladang FGVP Sahabat 55	Ladang Sahabat 55, Peti Surat No. 55, 91150 , Cendrawasih Lahad Datu , Sabah	5.06309	118.914	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Kilang Sawit Tenggaroh Timur, Karung Kunci No. 524, 81907 Kota Tinggi, Johor	2.0856	104.0077		Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVP Tenggaroh Timur 02	Ladang Felda Tenggaroh Timur 02, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.13024	104.006	2999.50	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVP Tenggaroh 12	Ladang Felda Tenggaroh 12, D/a Felda Tenggaroh 05, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.05676	103.988	2788.86	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Kilang Sawit Sempadi, Peti Surat 39, 95407 Lundu, Sarawak	1.6204	109.9479		Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Ladang Felda Sempadi 01, Peti Surat 18, 94507 Lundu, Sarawak	1.60137	109.934	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Ladang Felda Sempadi 03, Peti Surat 18, 94507 Lundu, Sarawak	1.54453	109.863	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Ladang Felda Sempadi 04, Peti Surat 18, 94507 Lundu, Sarawak	1.61904	109.999	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Ladang Felda Sempadi 05, Peti Surat 18, 94507 Lundu, Sarawak	1.58894	109.996	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Ladang Felda Sempadi 06, Peti Surat 18, 94507 Lundu, Sarawak	1.61446	110.066	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Bhd (Oil Mill)	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad	5.4237	118.1455		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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			Datu Sabah Malaysia											
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4212	118.1407	2144.8 8	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4212	118.1407	2023.4 7	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4447	118.1696	1902.0 6	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.3641	118.0973	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.3876	118.0719	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4609	118.0196	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad	5.2372	118.3139	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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			Datu Sabah Malaysia											
Kompleks PUP	Malaysia	Rawajaya Plantation Bhd Sdn	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.1994	118.0646	1167.5 0	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Mile 76, Jalan Telupid, Sandakan, Sabah	5.6477	117.2938		Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	North	2 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.6468	117.2927	3486.87	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Central A	17 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.5358	117.3053	1813.32	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Central B	21 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.5408	117.3413	1820.14	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	

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TEOPP Mill	Malaysia	South	50 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.3405	117.1867	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Lot No 16, Dulit Land District, Batang Tinjar, Baram, 98000 Miri, Sarawak	3.5886	114.2243		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Lot 10, Dulit Land District, 98000 Miri, Sarawak	3.4589	114.1504	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Lot 20, Dulit Land District, Long Aya, Tinjar, Baram, 98000 Miri, Sarawak	3.3333	114.0833	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	IncoSetia Sdn Bhd	Lot No 16, Dulit Land District, Batang Tinjar, Baram, 98000 Miri, Sarawak	3.5750	114.1583	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Lot 15, Dulit Land District Batang Tinjar, Baram, 98000 Miri, Sarawak	3.4629	114.2916	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Kilang Sawit Selancar 2A, Peti Surat 98,	2.6540	103.0183		Not Certified	2019			Yes	2024	Suspension New Certification	

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			85007 Segamat, Johor										n by RSPO CP	
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Kilang Sawit Bukit Mendi , Pejabat Pos Triang, 28320 Triang, Pahang	3.1966	102.3006		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Kilang Sawit Jengka 3, W/P Kuala Sentol, 26400 Bandar Pusat Jengka, Pahang	3.6945	102.5947		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Kilang Sawit Jengka 8, 26400 Bandar Pusat Jengka, Pahang	3.8239	102.5090		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Kilang Sawit Padang Piol, W/P Felda Padang Piol, 27040 Jerantut, Pahang	4.0239	102.3887		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Kilang Sawit Seroja, W/P Felda Seroja, 28030 Temerloh, Pahang	3.5907	102.5592		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Kilang Sawit Tementi, Pejabat Pos Triang, 28300 Triang, Pahang	3.2635	102.5972		Not Certified	2019			Yes	2024	Suspension New Certificatio n by RSPO CP	
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Kilang Sawit Tersang, Pejabat Pos	4.1058	101.7999		Not Certified	2019			Yes	2024	Suspension New Certificatio	

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			Raub, 27600 Raub, Pahang										n by RSPO CP	
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Kilang Sawit Chini 2, D/A Bandar Chini 1, 26600 Pekan, Pahang	3.3952	102.9680		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Kilang Sawit Panching, Peti Surat 257, 25730 Kuantan, Pahang	3.8242	103.1672		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Kilang Sawit Kemahang, Peti Surat 35, 17507 Tanah Merah, Kelantan	5.8652	102.0054		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Kilang Sawit Mempaga, 28600 Karak, Pahang	3.5266	101.9790		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Kilang Sawit Sg. Tenggi, 44100 Kuala Kubu Baharu, Selangor	3.5863	101.4157		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Kilang Sawit Trolak, Pejabat Pos Sungkai, 35600 Sungkai, Perak	3.9386	101.3514		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Kilang Sawit Pasoh, 72300 Simpang Pertang, Negeri Sembilan	3.0136	102.2850		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	

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Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Kilang Sawit Kahang, Karung Kunci No. 533, 86007 Kluang, Johor	2.0782	103.4953		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Kilang Sawit Air Tawar, Peti Surat 17 Felda Air Tawar Dua, 81920 Kota Tinggi, Johor	1.6670	104.0302		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Kilang Sawit Lok Heng, Peti Surat 55, 81907 Kota Tinggi, Johor	1.7208	104.1200		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Kilang Sawit Semenchu, Peti Surat 63, 81907 Kota Tinggi, Johor	1.8639	104.1245		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Ladang Tawai 01, Mukim Gerik, 33300 Hulu Perak, Perak	5.3800	101.1124	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Ladang Lawin Tengah, Gerik, 33300 Hulu Perak, Perak	5.2988	103.3552	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	KM23, Jalan Kilang Gula Chuping, 02500 Kangar, Perlis	6.5544	100.3500	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Ladang FGV Paloh, Peti Surat 111,	2.2473	103.3690	1,331.80	Certified				Yes	2025	Suspension New Certificatio	

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			86007 Kluang, Johor										n by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Jln Abdurahman Saleh No 16, Kacamatan Bangka Belitung Laut, Pontianak Tenggara, Kota Pontianak, Provinsi Kalimantan Barat, Kode Pos 78124 (Regional Office)	0°5'20.931" N	109°35'27.782 "E	14385.0 0	Not Certified	2021			Yes	2025	Suspension New Certificatio n by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Jln Abdurahman Saleh No 16, Kacamatan Bangka Belitung Laut, Pontianak Tenggara, Kota Pontianak, Provinsi Kalimantan Barat, Kode Pos 78124 (Regional Office)	0°2'21.164" N	109°36'52.491 "E	8193.06	Not Certified	2021			Yes	2025	Suspension New Certificatio n 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 one (1) Critical; one (1) Minor nonconformities and four (4) Opportunity For Improvement raised. The FGVPIB Kerteh POM 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 NC closure was approved for an off-site evaluation due to its low-risk nature. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2438118-202312-M1	Issued Date	21/12/2024
Due Date	20/03/2024	Closure Date	20/03/2024
Indicator & Category (Critical / Minor)	6.7.3 – Critical		
Statement of Nonconformity:	The driver of Bobcat machine operating at Sterilizer Station with Noise Exposure Limit 87.08 dB(A), not wearing Personal Hearing Protector (PHP) required.		
Requirement Reference:	Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	<p>The followings were sighted during visit in Kerteh POM:</p> <ul style="list-style-type: none"> Sighted at Sterilizer Station the driver for Bobcat operating without wearing Personal Hearing Protector (PHP) Noise Risk Assessment conducted by Occumed Consultancy & Services Sdn Bhd dated on 26/06/2023 has recorded the Noise Exposure Limit (NPL) at the Sterilizer Station was 87.08 dB(A) and stated source from Prime Mover Engine (Bobcat). PPE Required under Regulation 7 for Sterilizer Station: NRR 14 dB(A). Appendix C (Noise Mapping) for Sterilizer Station clearly stated the station under Red Zone (>85 dB(A) to 115 dB(A) and the operator should wear Personal Hearing Protector (PHP) as type of mill control measure. PPE Matrix updated 14/05/2022 stated that for Ear Plug or Personal Hearing Protector requirement refer to NRA. 		
Corrections:	<ul style="list-style-type: none"> Mill manager issues a memo to wear PHP immediately to the station. Safety briefing on mandatory wearing of PHP to the said station. To check the type of PHP and issue suitable PHP based on noise level. Training of PHP wearing among driver. Put a safety signage (PHP Usage) on all the bobcat as additional precaution warning for the workers. 		
Root Cause Analysis:	<ul style="list-style-type: none"> No awareness among driver to wear PHP 		

	<ul style="list-style-type: none"> Lack of monitoring by head of station on PHP wearing among driver.
Corrective Actions:	<ul style="list-style-type: none"> Pre and post evaluation of training to evaluate the driver's awareness on the issue of wearing PHP. Mill to ensure 'Borang Semak pemakaian PPE' is fully adhered and frequency of inspection will be done per SOP to ensure the driver has been equipped with PPE prior to the commencement of the work.
Assessment Conclusion:	<p>CAP has been accepted. Off-site Major NC Close-out verification:</p> <ul style="list-style-type: none"> Records of memo ref. # 02/2024; date: 20/01/2024 by Senior Mill Manager on Compliance of PPE use i.e. Personal Hearing Protection (PHP) in high noise area in mill Records of analysis check for type of PHP and issue suitable PHP based on noise level at operational stations and PHP Noise Reduction Rating (NRR) Records of Safety Briefing on mandatory wearing of PHP to the high noise area stations; date: 24/01/2024 Records of PHP use training among vehicles' drivers; date: 18/01/2024 Photos of PHP usage safety sticker signage on all bobcats as additional precaution warning for the workers and drivers; date: 18/01/2024 Records of pre & post evaluation of training to evaluate driver's awareness on the issues of wearing PHP; date: 24/01/2024 Records of monitoring records i.e. 'Borang Semak Pemakaian PPE' for samples dated 26/12/2023, 25/01/2024 & 25/02/2024. <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 20/03/2024.</p>

Non-conformity			
NCR Ref #	2438118-202312-N1	Issued Date	21/12/2024
Due Date	Next assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	7.3.1 – Minor		
Statement of Nonconformity:	The construction waste of the progressively new units of housing was not identified in the Waste Management Plan 2023.		
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	<p>FGVAS Kerteh Estate:</p> <p>During a site visit to the FGVAS Kerteh Office / Complex, it was noted a progressive construction work being made for new units of housing for the employees. Trailing with the documented Waste Management Plan 2023 found no identification of construction waste / debris available with no proper plan for handling and disposal as sighted on-site.</p>		
Corrections:	1.All wastes produced by the estate will be identified according to the SOP.		

Root Cause Analysis:	1.Lack of training to PIC causing Waste management plan FGVAS Kerteh in 2023 not updated
Corrective Actions:	1.To update the waste management plan by including all wastes produced by construction using "pengenalpastian sumber dan jenis bahan buangan tidak berjadual" form. 2.To conduct training to refresh knowledge on waste management plan.
Assessment Conclusion:	CAP has been accepted. Evidence of CAP effectiveness to be verified during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	2438118-202312-I1 <u>Indicator 3.3.3</u> The housing inspections form [Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan)] could be further improved its reporting of issues if any being found during inspection activities conducted.
OFI 2	2438118-202312-I2 <u>Indicator 4.4.1</u> FGVPISB Kerteh POM: According to an email from the Land Unit Division of FGV Holdings Berhad dated 18-Dec-2023, regarding the land lease/sub-license agreement (SLA) between FGVPISB and FELDA, the current status indicates that both parties are still in the process of finalizing the agreement. There have been multiple reviews and amendments to the agreement, and the latest development is that the draft agreement has been submitted to FELDA for their review and response. This matter will be further addressed and monitored during the next audit, allowing for an update on the progress and resolution of the land lease/ sub-license agreement between FGVPISB and FELDA.
OFI 3	2438118-202312-I3 <u>Indicator 7.2.1</u> The draft revision of existing Manual Lestari 1A (MLSL (Ed.3). Sec.4(2.0), Revised 01/09/2017 (page 10 of 11) that accessible to all estate as justification for all pesticide used to be approved soon and available consistent with the requirement of banning requirements of certain pesticides in Malaysia.
OFI 4	2438118-202312-I4 <u>Indicator 7.2.7</u> The management of chemicals can be further improved for operation of storage and premix area with better protection as current location is nearby to staff housing and potential exposure to children living nearby.

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.

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PF 3	Well maintained labour quarters at the mill and all estates.
PF 4	Generally well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2297727-202301-M1	Issued Date	12/01/2023
Due Date	11/04/2023	Closure Date	04/04/2023
Indicator & Category (Critical / Minor)	7.3.2 – Critical		
Statement of Nonconformity:	Proper management on waste disposal according to procedures was not effectively demonstrated.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>The evidence was found as below:</p> <p><u>FGVAS Kerteh Estate</u></p> <p>1. Labelling for empty chemical container was using code 410 instead of SW409 which is not accordance with the procedures.</p> <p>2. Monthly inventory has been maintained from January to December 2022. However, it was found discrepancies of physical against data. Sample shows that availability of SW409 that generated on 07/10/2022 in the SW store however, no data recorded as per Inventory dated October 2022 until December 2022. FGVPM Semaring 01 Estate</p> <p>1. SW bin was labelled by wrong code. As per evidence SW bin that contain with empty lubricant container, damaged spray equipment and rat bait plastics/container were place with label SW410 instead of SW409</p> <p>It was not accordance with procedures, SOP for Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020 as reference to handle, storage, labelling and disposal of Scheduled Waste and Regulation 10, of Environmental Quality (Scheduled Waste) Regulation 2005.</p> <p>(2) Containers of scheduled wastes shall be clearly labelled in accordance with the types applicable to them as specified in the Third Schedule and marked with the scheduled waste code as specified in the First Schedule for identification and warning purposes.</p> <p>The Minor NC was escalated to Major NC due to re-occurrence of Minor NC.</p>		
Corrections:	<p>Correction on the labelling of SW 409, 410 based on Prosedur Alam Sekitar (FGVPM/L2/PAS-04). The refill the SW bin based on SW409 & SW410.</p> <p>Updated inventory accordingly to the SOP Prosedur Alam Sekitar (FGVPM/L2/PAS-04) and legal requirement</p>		
Root Cause Analysis:	<p>There is some major changes in management and staff, due to changes of PIC there were not proper monitoring from the person in charge in term Inventory, labelling and storage due no training been given to the new person in charge.</p>		

Corrective Actions:	<p>Conduct training on SW management to the new person in charge and evaluation to be done the training session to the person in charge.</p> <p>To include the additional person from estates management to attend the training on SW management as a backup person.</p> <p>The awareness of Schedule Waste Training in estate will conduct annual training programme.</p>																																													
Assessment Conclusion:	<p>As per verification the evidence, the new person that have appointed was aware regarding to scheduled waste requirement. The training record also available dated Feb 2023. During site visit verification in both estate, the store was according to Handling Scheduled Waste (FGVPM/L2/PAS-04) Rev. 01, Effective Date 23/01/2020. The marking and labelling was available and updated accordingly.</p> <p>Thus Major NC was close on 04/04/2023.</p>																																													
Effectiveness Closure (for previous audit closed Critical NC):	<p>On-site verification of CAP evidence sighted as following:</p> <p>The storekeepers of the respective units are the PIC of the scheduled waste management responsibilities which include the storage and disposal under the supervision of an Executive / Assistant Manager. The SW stores visited were satisfactorily managed. Training were conducted in all units in relation to the scheduled waste management and requirement. Among others as listed below;</p> <table><tr><td></td><td>Estate - Subject</td><td>Kerteh</td><td>Semaring</td><td>KPOM</td></tr><tr><td>1</td><td>Company Policies</td><td>16/03/23</td><td>19/07/23</td><td>27/02/23</td></tr><tr><td>2</td><td>Legal Requirement</td><td>29/05/23</td><td>29/11/23</td><td>09/11/22</td></tr><tr><td>3</td><td>RSPO / MSPO awareness</td><td>16/03/23</td><td>19/07/23</td><td>15/12/23</td></tr><tr><td>4</td><td>Sch Waste inventory /disposal</td><td>27/03/23</td><td>14/12/23</td><td>13/07/23</td></tr><tr><td>5</td><td>Pesticide’s handling - SOP</td><td>25/05/23</td><td>14/12/23</td><td>14/12/23</td></tr><tr><td>6</td><td>Workshop Activities</td><td>10/02/23</td><td>14/12/23</td><td>01/12/23</td></tr><tr><td>7</td><td>Policies - RSPO & MSPO</td><td>16/03/23</td><td>01/06/23</td><td>15/12/23</td></tr><tr><td>8</td><td>Induction Program Worker</td><td>13/02/23</td><td>16/11/23</td><td>02/01/23</td></tr></table> <p>Hence, Major NC remained closed.</p>		Estate - Subject	Kerteh	Semaring	KPOM	1	Company Policies	16/03/23	19/07/23	27/02/23	2	Legal Requirement	29/05/23	29/11/23	09/11/22	3	RSPO / MSPO awareness	16/03/23	19/07/23	15/12/23	4	Sch Waste inventory /disposal	27/03/23	14/12/23	13/07/23	5	Pesticide’s handling - SOP	25/05/23	14/12/23	14/12/23	6	Workshop Activities	10/02/23	14/12/23	01/12/23	7	Policies - RSPO & MSPO	16/03/23	01/06/23	15/12/23	8	Induction Program Worker	13/02/23	16/11/23	02/01/23
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8	Induction Program Worker	13/02/23	16/11/23	02/01/23																																										

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2297727-202301-M2	Issued Date	12/01/2023
Due Date	11/04/2023	Closure Date	04/04/2023
Indicator & Category (Critical / Minor)	6.2.4 – Critical		
Statement of Nonconformity:	Insufficient housing accommodation provided to new workers.		
Requirement Reference:	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p>		

	- Critical (Major) compliance -
Objective Evidence:	<p><u>FGVAS Kerteh Estate</u></p> <p>There are 4 houses for FGVAS Kerteh Estate and 3 houses has been allocated for foreign workers. It has been found out that house no. 2 and no.3 with 2 rooms/house has been allocated for Indian workers and over capacity (6 workers/2 rooms house).</p> <p>Stated in Act 446. Employees` minimum standards of housing, accommodations and amenities acts 1990 that each employers required to provide 3.6m2 of room per each worker. It has been further verified with Jabatan Tenaga Kerja Negeri Terengganu through phone call which mentioned that sufficient accommodations need to be established by employer prior arrival of workers.</p>
Corrections:	<p>1) To conduct briefing to new workers regarding to the problem of house electricity.</p> <p>2) To repair the electricity problem at the house.</p> <p>3) New workers be transferred to the house and estimated by the end of January 2023.</p>
Root Cause Analysis:	The allocated house at the estate are in good condition before the new workers arrived. There is some unexpected electricity problem occur at the house during the worker's arrival. Therefore, the workers were transferred to other houses as temporary while the electricity being fixed without consulting the issue with the new workers.
Corrective Actions:	<p>1) Briefing record to the new workers on their accommodation & facilities will be documented and ensure they understand.</p> <p>2) Management meeting every 3 months and the agenda of meeting will include the discussion on the basic amenities of workers.</p> <p>3) To introduce the new mechanism of grievances & conducted training (GMU Training on 13.02.2023).</p>
Assessment Conclusion:	During site verification and interview session the workers was understand and already transfer to the new house. The wardrobe, bed, mattress, bedsheet, pillow and pillowcase has been given to them and available during verification. The briefing record to the worker pertaining to the new grievances was available and workers also understand. Thus Major NC was close on 04/04/2023.
Effectiveness Closure (for previous audit closed Critical NC):	<p>On-site verification of CAP evidence sighted as following:</p> <p>Hence, Major NC remained closed.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2297727-202301-N1	Issued Date	12/01/2023
Due Date	11/01/2024	Closure Date	21/12/2023
Indicator & Category (Critical / Minor)	2.3.2 – Minor		
Statement of Nonconformity:	Found the Kerteh POM obtains evidence of information on geo-location of FFB origins, evidence of the ownership status or the right/claim to the land, or valid use		

	of land by the grower/smallholder, and valid MPOB license from the collection centres was inadequate.																																
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 Indicator2.3.1. - Minor compliance -																																
Objective Evidence:	There are 7 collection centres registered in the mill’s list of FFB suppliers however from sampling collection centres that supply FFB to FGV Kerteh POM (Kim Ma Oil Palm and Tai Ichi Enterprise Sdn Bhd) insufficient data (information on geo-location of FFB origins, evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder, and valid MPOB license from the collection centres) have been maintained by the collection centre for some of their supplier. Thus Minor NC was raised.																																
Corrections:	1) To communicate officially with FGVT representatives on (MPOB license, land title and Geo Location) under dealer's FFB Supplier. 2) To gather all information related from the 7 Dealers FFB Supplier (MPOB license, land title and Geo Location).																																
Root Cause Analysis:	The management and information gathered for FFB Supplier under dealer (MPOB license, land title and Geo Location) was under FGVT. However, FGVT was not aware on the requirement regarding the FFB Supplier under dealer and no monitoring was done for this case.																																
Corrective Actions:	Monitoring done by Ketua Bahagian through Mesyuarat Ketua Bahagian (once in a month) to monitor the status of NCR closure and the prohibit the repetition of the issue.																																
Assessment Conclusion:	<div>On-site verification of CAP evidence sighted as following:<ul style="list-style-type: none">Updated information maintained by the mill of external FFB suppliers as following:</div> <table><tr><th rowspan="2">External - Dealers/Collection Centres/Estates</th><th rowspan="2">MPOB License No.</th><th rowspan="2">Company Register</th><th colspan="2">Concession GPS Coordinates</th></tr><tr><th>Longitude (E/W)</th><th>Latitude (N/S)</th></tr><tr><td>Eng Huat Latex Concentrate Sdn Bhd</td><td>505907315000</td><td>387039-W</td><td>102.412</td><td>2.5893.1</td></tr><tr><td>Tai Ichi Enterprise Sdn Bhd</td><td>505536115000</td><td>458773-W</td><td>103.32904</td><td>3.8503.1</td></tr><tr><td>Kim Ma Oil Palm (Transport) Sdn Bhd</td><td>506460315000</td><td>629411-W</td><td>102.37237</td><td>3.1435.1</td></tr><tr><td>Pertubuhan Peladang Negeri Terengganu</td><td>547743015000</td><td>PPN 11</td><td>103.2049.9</td><td>4.4247.9</td></tr><tr><td>Ketengah Jaya Sdn Bhd</td><td>501639102000</td><td>37317-V</td><td>103.1830.96</td><td>4.2355.68</td></tr></table> <div><ul style="list-style-type: none">Minutes of meeting records for the mill’s head of department (HOD) meeting latest dated 24/11/2023</div> <div>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Minor NC was closed on 21/12/2023.</div>	External - Dealers/Collection Centres/Estates	MPOB License No.	Company Register	Concession GPS Coordinates		Longitude (E/W)	Latitude (N/S)	Eng Huat Latex Concentrate Sdn Bhd	505907315000	387039-W	102.412	2.5893.1	Tai Ichi Enterprise Sdn Bhd	505536115000	458773-W	103.32904	3.8503.1	Kim Ma Oil Palm (Transport) Sdn Bhd	506460315000	629411-W	102.37237	3.1435.1	Pertubuhan Peladang Negeri Terengganu	547743015000	PPN 11	103.2049.9	4.4247.9	Ketengah Jaya Sdn Bhd	501639102000	37317-V	103.1830.96	4.2355.68
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Previous Audit Minor Non-conformity			
NCR Ref #	2297727-202301-N2	Issued Date	12/01/2023
Due Date	11/01/2024	Closure Date	21/12/2023
Indicator & Category (Critical / Minor)	5.5.2 (RSPO System) – Minor		
Statement of Nonconformity:	Found there are isolated lapses in the implementation of a time-bound plan		
Requirement Reference:	d. Where there are isolated lapses in the implementation of a time-bound plan, a minor non-compliance shall be raised. If there is evidence of fundamental failure to proceed with the implementation of the plan, a major non-compliance shall be raised.		
Objective Evidence:	<p>FGV had submitted its TBP for certification previously which is supposed to be completed by 2021. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 Jul 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat.</p> <p>As of auditing time, the revised TBP has already been submitted to RSPO Secretariat for approval as per email dated 11/1/2023. Due to approval still pending Minor NC been raised.</p>		
Corrections:	The existing TBP to be revised, approved by FGV management and resubmit to RSPO Secretariat.		
Root Cause Analysis:	The deviation of the TBP to be notified to the RSPO Secretariat.		
Corrective Actions:	The revised FGV TBP being communicate and sent to RSPO.		
Assessment Conclusion:	<p>On-site verification of CAP evidence sighted as following:</p> <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest date to certified the uncertified units will be in 2025.</p> <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Minor NC was closed on 21/12/2023.</p>		

Previous Audit Minor Non-conformity			
NCR Ref #	2297727-202301-N3	Issued Date	12/01/2023
Due Date	11/01/2024	Closure Date	21/12/2023
Indicator & Category (Critical / Minor)	3.5.1 (Minor)		
Statement of Nonconformity:	Sufficient equipment has not been provided to new workers.		
Requirement Reference:	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>		

Objective Evidence:	<p>As per stated in the procedure title "Kemudahan Asas Pekerja Unit Operasi" document number FGV/JTK/MAN/001-40 dated 24/03/2021 in clause 7.1.1 that all workers housing need to have mattress, bed, pillow, blanket, wardrobe.</p> <p>It also mentioned in the foreign workers employment contract in clause 10. Fittings and equipment for the accommodation:" stated every new employee is eligible to receive personal equipment provided for free by the employer as follows</p> <ol style="list-style-type: none"> Wardrobe, bed, mattress, bedsheet, pillow and pillowcase Cooker and gas cylinder Cooking utensils Essential dry foodstuffs <p>There are 13 new Indian workers recruited in September 2022. However, during site visit found out that 6 workers has not been provided with wardrobe.</p>
Corrections:	<p>To conduct briefing the 6 new workers on the status of their cupboard.</p> <p>To make transfer asset from FGVAS PPPT to FGVAS Kerteh on cupboard.</p> <p>To hand over the cupboard for the 6 workers by end of January 2023.</p>
Root Cause Analysis:	<p>There are lack of cupboard for 6 new workers as this have been communicated to the FGVAS JTK in Oct 2022. FGVAS JTK have already requesting on the purchase of the cupboard and waiting of approval from Jabatan Kewangan FGVAS. It is because base on the procurement process, the purchase of the cupboard was centralised by the Jabatan Kewangan FGVAS and can only done by Jabatan Kewangan FGVAS with appointed vendor only.</p>
Corrective Actions:	<p>To include the checking of basic amenities inside the monthly linesite inspection.</p> <p>To include the agenda of basic amenities discussion during the annual mesyuarat kebajikan done between estate management and the workers representative</p>
Assessment Conclusion:	<p>On-site verification of CAP evidence sighted as following:</p> <ul style="list-style-type: none"> ### <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Minor NC was closed on 21/12/2023.</p>

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p><u>297727-202301-I1</u></p> <p>Clause 6.2.6</p> <p>Based on the Decent Living Wages Plan for Kerteh Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following:</p> <ol style="list-style-type: none"> FGV own mechanism of calculation to determine workers wage Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia FGV is committed to ensure all FGV workers getting decent living

	<p>Information on geo-location of FFB origins, evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder, and valid MPOB license from the collection centres</p> <p>Verification / Follow-up actions:</p> <p>Prevailing wage paid to all workers are calculated as following:</p> <ul style="list-style-type: none"> - FGV Proposal on Decent Living Wage (DLW) Basic Calculation $\{[(\text{Food Cost} + \text{Housing Cost} + \text{Other Cost}) \times 5\% \text{ contingency cost}] \div \text{mandatory salary}\} + \text{mandatory deduction} = \text{DLW}$ <p>Ref.:</p> <ul style="list-style-type: none"> - Food cost: Food expenditure by National Statistic Department - Housing cost: Workers' Minimum Standards of Housing and Amenities Act, 1990 - Salary deduction: Employment Act 1955 - In-kind benefits: Housing, Utilities, Education, Transportation to workplace, Health care (transportation costs + medical), Passport safety box, Childcare (TADIK), Staff/workers welfare, Sports & recreations - Total cost of in-kind benefits: RM925.80 - Average monthly take home salary per worker: RM1850.00 - Total value of prevailing wage: RM2,775.80
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2297727-202301-M1	Critical	7.3.2	12/01/2023	Closed out on 04/04/2023
2297727-202301-M2	Critical	6.2.4	12/01/2023	Closed out on 04/04/2023
2297727-202301-N1	Minor	2.3.2	12/01/2023	Closed out on 21/12/2023
2297727-202301-N2	Minor	5.5.2 (RSPO System)	12/01/2023	Closed out on 21/12/2023
2297727-202301-N3	Minor	3.5.1	12/01/2023	Closed out on 21/12/2023
2438118-202312-M1	Critical	6.7.3	21/12/2023	Close out on 20/03/2023
2438118-202312-N1	Minor	7.3.1	21/12/2023	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 FGVPISB Kerteh POM 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. 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)
Government Department	Jabatan Perhilitan Dungun	Face to face interview
Local Communities Representative	Ketua Peneroka Felda Kerteh 4 Pengerusi JPKK Felda Kerteh 1	Face to face interview
Vendors (FFB/Trasnporter)	Smallholder FFB Transporter	Face to face interview
Vendors (Supplier/Contractor)	Powertec MM Agro	Face to face interview
Workers' Representatives	FGVPMSB Employees Union FGVPISB Employees Union Gender Committee Chairperson Foreign Workers Representatives	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Government Department</p> <p>Jabatan Perhilitan Dungun contented that MSPO implementation by FGV that will further enhance existing good relationship in assisting Wildlife Department in monitoring any presence of endangered wildlife species in forest nearby estate. No case of wildlife poaching reported within FGV's premises and surrounding Felda neighbourhood area so far.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>
2	<p>Feedbacks: Local Communities Representative</p> <p>No issues with company's management and operations of both mill and estate. Local Communities Representative always notified on opportunities of employment within company. Invited stakeholders among local communities who attended meeting were explained on company procedures of any request of information.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>
3	<p>Feedbacks: Vendors</p> <p>External FFB suppliers mainly among smallholders given fair prices and terms in a written agreement to purchase FFB from with prompt payment. Locally available FFB Transporters, Hardware/General Suppliers and Mill/Estate Contractors have long relationship with company and always given priorities in providing business services to company (FGV). No issue in price and payment of service/products supplied.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>

4	<p>Feedbacks: Workers' representatives</p> <p>Both Local & Foreign Workers given freedom to form or join any workers associations either NUPW or company's own available employees' union. There's no issue in salary payment and provision of housing and accommodation. PPE always provided by management. Contract agreements terms and conditions were fully explained by management.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>
5	<p>Feedbacks: Gender committee representatives</p> <p>Women employees entitled for 90 days maternity leave and not allowed to involve in chemical handling work if pregnant or breastfeeding child. No issues of violence and sexual harassment case occurs in mill and estate. All workers were given training by management on method of complaint and grievance from time to time.</p>
	<p>Audit Team verification and response:</p> <p>No further issue.</p>



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

Previous land owner / user comment	
Nil	<p>Feedbacks: N/A</p> <p>Audit Team verification and response: N/A</p>

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.

RSPO P&C Public Summary Report
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The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGVPIB Kerteh POM 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 FGVPIB Kerteh POM is certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd. Mokhtar	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 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.) 
Date: 26/04/2024	Date: 06 MAY 2024

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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 -	In FGVIPSB Kerteh POM and sampled estates sighted SOP for information request from relevant stakeholders titled Communication, Participation and Consultation (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. Sighted a Memo dated 03/01/2022 contained a List of documents that publicly available has been specified with total 20 document that has been publicly available such as land title, OSH Plan, SOP such as Complaint and Grievance, Policies and etc. Also available a List of documents not publicly available and confidential such as MPR Report (BTS, CPO, Kernel), Management Review Report, Internal Audit Report, Training records, MPOB License and others (total 12 documents).	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 FGVIPSB Kerteh POM and sampled estates upon request and accessible through company's website: https://www.fgvholdings.com/sustainability/policies-guidelines/ .	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	So far no request made for information related to RSPO and Sustainability documents by stake holders as verified in FGVIPSB Kerteh POM and sampled estates.	Complied

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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>FGVPISB Kerteh POM and sampled estates had established SOP for information request from relevant stakeholders and documented in Communication, Participation and Consultation (FGV/FGVPM/II/IMS/15/006) Version 2.0, dated 01/11/2021. The objective of the SOP is to establish an effective system for communication between company and stakeholder. This was communicated during stakeholder consultation meeting on 12/12/2023 at FGVPISB Kerteh POM for the Kerteh complex.</p>	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>Available a List of Internal and External Stakeholders updated 20/03/2023 in FGVPISB Kerteh POM. Current list of 30 stakeholder with details such as:</p> <p>a)Category b)Name of the company/organization c) Name of Representative d)Position e)Address f) HP/Contact No g)Email address</p> <p>FGVPM Semaring 01 Estate has maintain a list of stakeholders maintained with information as above (mill), Internal and external stakeholders updated 25/10/2023 by Anisa Najmie. Among them included Rohayani Enterprise and Mohd Zuraidi Sulaiman (Contractor/Supplier), FGV Securities, DMart Kerteh, Sri Chemerong, Kilang Kerteh, FGV Chandor (Support Services), Kesatuan Sekerja FGVPM, Kelab Daya Budi (KKD) (Union/Association), MPOB, SOCSO, DOSH, DOE, PDRM (Government agencies), JPKK Kg. Jongkok Batu, Klinik Desa Jonggok Batu, SMK Kual Jengal, AK Jonggok Batu, Klinik Desa Pasir Raja (Local community) and etc.</p>	Complied

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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 established Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes.</p> <p>Based on the policy review, describes with objectives and guideline of FGV Group of Compliance to the fulfilment of FGV's commitment with regard on sustainability matter.</p> <p>As supplement to the policy, FGV Group established Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) to incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>FGV Group established Supplier Code of Conduct and available at company's website www.fgvholdings.com/sustainability/ (Doc. Version: 01/05/2020). Based on website review, describes the outlined of business ethics & integrity to all suppliers as per sample Supplier Code of Conduct signed by MM Agro Enterprise; Contractor for Bunch Ash Bagging Work; Contract Order (SPK) # 3301608457; Contract period: 01/01/2023 – 30/06/2024.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>FGVVISB Kerteh POM and supply base estates have implemented and monitor the compliance of the policy through agreement and the Supplier Code of Conduct (SCOC) as per sample Supplier Code of Conduct signed by MM Agro Enterprise; Contractor for Bunch Ash Bagging Work; Contract Order (SPK) # 3301608457; Contract period: 01/01/2023 – 30/06/2024.</p> <p>FGV Group established Whistleblowing Policy Doc. No.: FGV/ GGD/ POL/ 001 dated 17/11/2020 with no changes. The policy describes the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Group of Companies. The COBCE policy will be used as reference for this</p>	Complied

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		policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.	
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	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<p><u>FGVPISB Kerteh POM</u></p> <p>a)CHRA was conducted by Dr. Yasriza Yahaya (HQ/10/ASS/00/8) conducted on 18/10/2023. Occumed Consultancy & Services Sdn. Bhd.</p> <p>b)NRA was conducted on 26/06/2023 by Nurhayati Ibrahim (HQ/18/PEB/00/000220) from Occumed Consultancy & Services Sdn. Bhd.</p> <p>c)Crude Palm Oil Designated Premise No. 005940 under Section 18(1) found valid01/07/2023-30/06/2024. License No 005940</p> <p>d)Calibration be De Metrology Sdn Bhd for Weight Bridge T2-ATK 00011 with Sticker No. DE18 003974 and Calibration Certificate No D 072880 valid from 28/09/2022 with capacity 70,000Kg.</p> <p>e)Calibration be De Metrology Sdn Bhd for Weight Bridge T2-ATK-000782 with Sticker No. 2.1K Q012920 and Calibration Certificate No B1955512 valid from 07/02/2023 with capacity 70,000Kg.</p> <p>f) Approval under Regulation 7,8 of CAR 1978 for 4 units of Incinerators dated 09/01/2005 for burning of EFB. EFB Burnt not more than 10,800 Kg/H.</p> <p>g)License (No. PA9P)-A0016) to abstract surface water under Subsection 43(1) of Terengganu Water Resources Enactment 2020 from 01/01/2023-31/12/2023</p> <p>h)MPOB License No. 618398003000 for selling, transport PK, CPO, buying and transport PK, CPO valid from 01/07/2023-30/06/2024.</p>	Complied

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		<p>i) MPOB License No. 618455115000 for selling and transport FFB , Buying and transport FFB valid from 01/07/2023-30/06/2024.</p> <p>j) Diesel Permit under Regulation 18 Ref No. TR/DGN/12/08 SKD for 20,000 litre valid from 22/03/2022-21/03/2025.</p> <p>k) Fume hood in the lab was inspected by HT Muhamad Zulazhar (HQ/20/JHII/00/00036) on 13.12.2022 and for year 2023 it was planned to be conducted by Allion HSE Sdn Bhd as Work Order No 3301648433/1301273780 dated 01/12/2023. To be done on 02/12/2023 and conducted on 16/12/2023 as HTII sick on that day. Report still not received.</p> <p>l) Shamsul Adly Samsuddin was registered as CepSWaM as validity from 16/-01/2023-16/01/2024</p> <p>m) Wan Mohamad Arif Wan Husain was Registered as CePPOME dated 14/11/2017.</p> <p>n) Written Approval for a diesel genset Cummins Engine Co. Ind. Model NTA-855-GS2/60C, Capacity 250 kW @ 1500 RPM</p> <p>o) Fume Hood Written Notification received from DOE dated 12/08/2018 under Regulation 5 of CAR 2014.</p> <p><u>FGVPM Semaring 01 Estate</u></p> <p>p) CHRA was conducted on 21/06/2023 by Dr. Yasriza Yahaya (HQ/10/ASS/00/8) from Occumed Consultancy & Services Sdn. Bhd.</p> <p>q) NRA(Baseline) was conducted on 09/03/2021 by Mohd Syukri Jamaluddin (HQ/14/PEB/00/136) from Yellow Tulips Resources.</p> <p>r) MPOB License No. 560381002000 with size of estate 1,246.47 Ha valid from 01/05/2023-31/04/2024.</p> <p>s) Air Compressor/Receiver TG PMT 5958 valid from 24/10/2023-23/01/2025.</p>	
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		<p>t) Diesel Permit with Quantity of 8,500 Litres and Petrol Ron 95 with Quantity on 300 litres (Ref No: TR/DGN/92/07 SKD) valid from 19/05/2021-18/09/2024.</p> <p><u>FGVAS Kerteh Estate</u></p> <p>u) MPOB License No. 50267771002000 with size of 111.95 Ha valid from 01/04/2023-31/03/2023.</p> <p>v) Training of Noise Protection HCP was conducted on 10/02/2023 and attended by 15 workers.</p> <p>w) CHRA was conducted by Active ESH Sdn Bhd on 19-22/07/2021 by Chin Woei Shin (HQ/14/ASS/00/345). Generic Assessment for all 11 Research Estate Station in Peninsular Malaysia.</p> <p>x) Noise Risk Assessment was conducted by Nurfatihah Ali (HQ/22/PEB/00/00064) from Active ESH on 11/11/2022.</p>																	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Sighted established SOP for Sustainability Legal Requirements (FGV/GSD-SR/SOP/16), Ver.00, Dated 28/06/2022 to establish Legal Register and ensuring FGV operation always complying with relevant Legal requirements to all operational units. The legal updating was conducted and found 103 legal requirements updated since 30/11/2021-06/11/2023</p>	Complied																
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 maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers/trenching at the 2 estates, during the field inspection confirmed that they were clearly marked and maintained.</p> <table border="1"> <thead> <tr> <th></th><th>Estate</th><th>Field</th><th>Neighbouring properties</th></tr> </thead> <tbody> <tr> <td>1</td><td>Semaring 01</td><td>PM12D Blk 5</td><td>Kg Kuala Jengai</td></tr> <tr> <td>2</td><td>Semaring 01</td><td>PM11C Blk 2</td><td>Kg Jongok Batu</td></tr> <tr> <td>3</td><td>Semaring 01</td><td>PM13E Blk 10</td><td>Hutan Simpan Cemerong</td></tr> </tbody> </table>		Estate	Field	Neighbouring properties	1	Semaring 01	PM12D Blk 5	Kg Kuala Jengai	2	Semaring 01	PM11C Blk 2	Kg Jongok Batu	3	Semaring 01	PM13E Blk 10	Hutan Simpan Cemerong	Complied
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		<table border="1"> <tr> <td>4</td><td>Kerteh Estate</td><td>P01-15 (D01)</td><td>FELDA Kerteh 05</td></tr> <tr> <td>5</td><td>Kerteh Estate</td><td>P01-15 (D04)</td><td>FELDA Kerteh 05</td></tr> <tr> <td>6</td><td>Kerteh Estate</td><td>P01-15 (D05)</td><td>FELDA Kerteh 05</td></tr> </table> <p>FGVPISB Kerteh POM has maintained a Boundary Monitoring Record dated 24/10/2023 for 16 identified location of boundary marking/stone.</p> <p>In FGVP Semaring 01 sighted a record of monitoring boundary marking. Monitoring done once a year as dated 10/12/2023. Currently maintained 26 boundary marking/stone in the estate land. During site visit observe the boundary stone clearly demarcated and visibly maintained at Field PM11C/3</p> <p>FGVAS Kerteh Estate has maintain a demarcated Boundary Map. During site visit sighted all boundary area were fenced and a painted Pole erected as marking and visible. The boundary stone found having worn-off number. Record of monitoring of No, A1, A2, A3 and A4 conducted on 16/12/2023, 14/11/2023, 25/06/2023.</p>	4	Kerteh Estate	P01-15 (D01)	FELDA Kerteh 05	5	Kerteh Estate	P01-15 (D04)	FELDA Kerteh 05	6	Kerteh Estate	P01-15 (D05)	FELDA Kerteh 05	
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5	Kerteh Estate	P01-15 (D04)	FELDA Kerteh 05												
6	Kerteh Estate	P01-15 (D05)	FELDA Kerteh 05												
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.															
2.2.1	A list of contracted parties is maintained. - Minor compliance -	<p>As in Status List of Internal and External Stakeholders dated 20/03/2023 by Mohd Zulhilmi b. Abd Manaf in FGVPISB Kerteh POM Estate.</p> <p>FGVPM Semaring 01 Estate maintained 2 contractors:</p> <p>a) Rohayani Enterprise (Contract No. 533300009580), Provide Backhoe and labour from 01/12/22 to 30/11/2023 for Peringkat PM11C, PM12D & PM13E)</p> <p>b) Muhammad Zurzaidi b. Sulaiman (Contract No. 5300009755), Provide transport of FFB to processing Mill from 01/01/2023 to 31/12/24.</p>	Complied												

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		c) FGVAS Kerteh Estate has maintained only one contractor for transportation of FFB (Raja Ismail b. Raja Daud) as verified.	
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 contractors are required to sign supplier code of conducted which clear stated in the Supplier Code of Conduct, FGV Holdings Berhad, there requirement to comply with legal requirement (Para 3.1) Due diligence for each contractors has been done by operating units each month where all document related to workers has been collected by each operating units for verification. Other than, it has been inspected base workplace inspection that has done every 3 months by the management</p> <p>FGVPISB Kerteh POM, signed an Offer Letter to Purchase FFB from SAR Fruits(M) Sdn Bhd.</p> <p>In FGVPM Semaring 01 Estate as above contractors listed required to sign supplier code of conducted which clear stated in the Supplier Code of Conduct, FGV Holdings Berhad, there requirement to comply with legal requirement (Para 3.1)</p> <p>FGVAS Kerteh Estate has signed a Surat Perintah Kerja (820105001-2023/820213501-1-2) dated 06/01/2023 with Raja Ismail b. Raja Daud for providing transportation and labour for transporting FFB and loose fruits to FGVPISB Kerteh POM and FGVPISB Neram/Jerangau Barat POM.</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All contractors are required to sign Supplier Code of Conduct, FGV Holding Berhad which clear stated in the supplier code of conduct, FGV Holdings Berhad, there requirement to comply with legal requirement (3.1) and disallowing child, forced and trafficked labour (Para 3.2). This was verified in FGVPISB Kerteh POM, FGVPISB Semaring 01 Estate and FGVAS Kerteh Estate and related documents maintained as sampled.</p>	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			

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2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ol style="list-style-type: none">1. Information on geo-location of FFB origins2. Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder3. One or more supporting documents for claims4. Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>FGVPISB Kerteh POM has maintained a list of directly sourced FFB (Tier 1) with details information required such as:</p> <p>Directly sourced FFB from Felda and FGV Estates:</p> <p>a)Felda, FTPSB: Felda Kerteh 1, 2, 3, 4, 5, 6</p> <p>b)FGVPM: FGVPM Rantau Abang 1, 2 FGVPM Semaring</p> <p>c) FASSB: FASSB Kerteh</p> <p>All above have all required information as maintained in database sampled. While from smallholders sighted information as below:</p> <table><tr><th rowspan="2">Name of Smallholders/Comp any Registration No. with hectarge <40.46Ha.</th><th rowspan="2">MPOB License No.</th><th rowspan="2">Land Title No.</th><th colspan="2">Concession GPS Coordinates</th></tr><tr><th>Longitude (E/W)</th><th>Latitude (N/S)</th></tr><tr><td>Chin Shian Mei</td><td>520460001000</td><td>GRN 975</td><td>103.2007.5</td><td>4.4211.3</td></tr><tr><td>Hoo Hee Ming</td><td>410028201000</td><td>GRN 24679</td><td>103.2011.3</td><td>4.4150.3</td></tr><tr><td>Wong Tee Boon</td><td>417240801000</td><td>GM 722</td><td>103.2134.9</td><td>4.4005.0</td></tr><tr><td>Sar Fruits (M) Sdn Bhd</td><td>824861001011</td><td>PN 6304</td><td>103.2052.4</td><td>4.4255.8</td></tr><tr><td>Imbasan Padu Sdn Bhd</td><td>844225001011</td><td>PN 6334</td><td>103.1954.5</td><td>4.4320.2</td></tr></table>	Name of Smallholders/Comp any Registration No. with hectarge <40.46Ha.	MPOB License No.	Land Title No.	Concession GPS Coordinates		Longitude (E/W)	Latitude (N/S)	Chin Shian Mei	520460001000	GRN 975	103.2007.5	4.4211.3	Hoo Hee Ming	410028201000	GRN 24679	103.2011.3	4.4150.3	Wong Tee Boon	417240801000	GM 722	103.2134.9	4.4005.0	Sar Fruits (M) Sdn Bhd	824861001011	PN 6304	103.2052.4	4.4255.8	Imbasan Padu Sdn Bhd	844225001011	PN 6334	103.1954.5	4.4320.2	Complied
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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 Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>While indirect sourced of FFB from dealer, collection centre found having information required as below:</p> <table><tr><td></td><td>MPOB License No.</td><td></td><td>Concession GPS Coordinates</td></tr></table>		MPOB License No.		Concession GPS Coordinates	Complied																												
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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	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	The estates and mill continued to commit to long term economic and financial viability. The annual budgets for 2024 to 2028 were sighted. The budget covers activities for upkeep, cultivation, harvesting & evacuation, welfare, capital expenditure, RSPO compliance etc. The budget also included projections on yield/ha, and total cost of production per mt, per ha and CAPEX - capital expenditure mainly for buildings, furniture and others asset related expenses. The estates adopted the following format for the annual budget. Kerteh Estate had up to a 3 year forecast only.			Complied																												
		<table><tr><td>Semaring 01</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr></table>	Semaring 01	2024	2025	2026	2027	2028																									
Semaring 01	2024	2025	2026	2027	2028																												

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Mature Ha	981.05	981.05	981.05	981.05	981.05
Immature Ha	0.00	0.00	0.00	0.00	0.00
Total Ha	981.05	981.05	981.05	981.05	981.05
FFB Tons	15099	15853	16646	17478	18352
Yld/Ha	15.39	16.16	16.97	17.82	18.71
RM/mt FFB	x	x	x	x	x
RM/ha	x	x	x	x	x

Kerteh Estate	2024	2025	2026	2027	2028
Mature Ha	100.94	100.94	100.94	-	-
Immature Ha	0.00	0.00	0.00	-	-
Total Ha	100.94	100.94	100.94	-	-
FFB Tons	2356	2410	2423	-	-
Yld/Ha	23.35	23.88	24.00	-	-
RM/mt FFB	x	x	x	x	x
RM/ha	x	x	x	x	x

Similarly, the mill has a business plan prepared annually in the form of year budget and the projection for 5 years prepared as guidance for future planning. The business plan among others contains;

- FFB Processing & CPO/CPK production forecast
- Extraction Ratios – OER / KER,
- Cost of production
- administration / labour overhead

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		<div>- processing cost labour, maintenance, consumables</div> <div>- depreciation and head office charges-</div> <div>- EVIT running accounts</div> <div>- CAPEX - capital expenditure.</div> <table><tr><td>Year</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>FFB processed</td><td>193500</td><td>190000</td><td>185000</td><td>187000</td><td>186000</td></tr><tr><td>OER</td><td>20.60</td><td>20.70</td><td>20.60</td><td>20.70</td><td>20.65</td></tr><tr><td>KER</td><td>5.45</td><td>5.40</td><td>5.30</td><td>5.40</td><td>5.20</td></tr><tr><td>Administration</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr><tr><td>Processing cost</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr><tr><td>Depreciation</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr><tr><td>H Q charges</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr><tr><td>RM/mt FFB</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr><tr><td>RM/mt CPO</td><td>x</td><td>x</td><td>x</td><td>x</td><td>x</td></tr></table>	Year	2024	2025	2026	2027	2028	FFB processed	193500	190000	185000	187000	186000	OER	20.60	20.70	20.60	20.70	20.65	KER	5.45	5.40	5.30	5.40	5.20	Administration	x	x	x	x	x	Processing cost	x	x	x	x	x	Depreciation	x	x	x	x	x	H Q charges	x	x	x	x	x	RM/mt FFB	x	x	x	x	x	RM/mt CPO	x	x	x	x	x	
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3.1.2	<div>An annual replanting programme projected for a minimum of five years with yearly review, is available.</div> <div>- Minor compliance -</div>	<div>The long-range replanting programs (LRRP) until 2028 were sighted on the estates. The program is reviewed annually and incorporated into the annual financial budget. There is no replanting for the next 5 years. Unit in ha otherwise stated.</div> <table><tr><td>Estate</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>Semaring 01</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>Kerteh</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td></tr></table>	Estate	2024	2025	2026	2027	2028	Semaring 01	0.00	0.00	0.00	0.00	0.00	Kerteh	0.00	0.00	0.00	0.00	0.00	Complied																																										
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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>The Management Review was held chaired by the Mill and Estate Managers of the respective units.</p> <table><tr><td></td><td>Estate/Mill</td><td>Date</td><td>Attendee</td><td>Date</td><td>Attendee</td></tr><tr><td>1</td><td>Kerteh POM</td><td>8/11/2023</td><td>10</td><td>30/12/2022</td><td>11</td></tr><tr><td>2</td><td>Kerteh Estate</td><td>21/11/2023</td><td>9</td><td>26/01/2023</td><td>5</td></tr><tr><td>3</td><td>Semaring 01</td><td>18/01/2023</td><td>14</td><td>10/01/2022</td><td>13</td></tr></table> <p>The agenda discussed among others includes the following;</p> <p>a) Results of internal audits b) Customer feedback c) Process performance and product conformity d) Status of preventive & corrective actions e) Changes that could affect the management system f) Recommendation for improvement g) Human Resources</p> <p>The meetings were held in accordance to the SOP and the discussion had covered the salient requirement of the annual review.</p>		Estate/Mill	Date	Attendee	Date	Attendee	1	Kerteh POM	8/11/2023	10	30/12/2022	11	2	Kerteh Estate	21/11/2023	9	26/01/2023	5	3	Semaring 01	18/01/2023	14	10/01/2022	13	Complied
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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 action plans for continuous improvement were documented in among others having the following initiatives:</p> <p>a) Optimizing the yield of the supply base b) Reduction in use of pesticides through implementation of IPM (Barn Owl Boxes)</p>	Complied																								

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		<ul style="list-style-type: none"> c) To obtain optimum harvester:ha ratio 1:18 ha d) To target YPH 18.85 mt/ha / production cost RM265 /FFB mt e) Environmental impacts / Waste reduction f) Pollution and greenhouse gas (GHG) emissions g) Impacts on communities, workers, and smallholders h) Integrated management of HCV / other conservation areas i) Increase weeding productivity via new mist blower. j) SOP Compliance <p>The mill similarly had the following plan;</p> <ul style="list-style-type: none"> a) Desilting program for the effluent ponds to increase retention and reduce BOD level of 50 mg/L against limit of 100 mg/L b) Morning briefing of safety awareness during the weekly muster c) Enhancement of OER to 20.75 % and KER 5.20% d) Gotong Royong Program at workstation on weekly basis. e) Prayers and Yasin Citation Program at the mill. f) Safe motorcycle riding and adherence to safety helmet. g) Reduction of losses both oil and kernel h) Continued improvement in pollution / environmental management plan. i) Reduce wastage of resources in mill operations j) Adherence to PPE and safety awareness campaign. 	
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		<p>The operating units are implementing the action plans accordingly. Progress of the plans were also discussed in the management review meetings and monthly operation meeting. The mill similarly had plan for the operation among others as summarized below;</p> <ul style="list-style-type: none">• Pesticide usage - to concentrate on grass cutting for the compound upkeep• Scrap iron collection - to expedite collection and maintained cleanliness of mill compound and for safety purposes.• To increase collection of fibre and shell during high cropping months due to storage limitations <p>Details of expenditure are provided in respective estates/mill under both CAPEX/OPEX. Inclusive are projects for improvement as described below among others;</p> <table><tr><td></td><td>Sections</td><td>Description - Kerteh Palm Oil Mill</td></tr><tr><td>1</td><td>Facilities</td><td>Asbestos ceiling Replacement 20 units RM180k</td></tr><tr><td>2</td><td>Facilities</td><td>New volleyball court housing complex - RM15K</td></tr><tr><td>3</td><td>Facilities</td><td>Drain maintenance housing complex RM70K</td></tr><tr><td>4</td><td>Operation</td><td>Depericarper System 60mt/hr. - RM1M</td></tr><tr><td>5</td><td>Operation</td><td>Chimney Replacement Boiler no 3 - RM400K</td></tr><tr><td>6</td><td>Operation</td><td>New nut polishing drum - RM400K</td></tr><tr><td>7</td><td>Operation</td><td>EFB Treatment Plant - RM 3M</td></tr><tr><td>8</td><td>Operation</td><td>New Cages 22 units 2.5 mt - 105k</td></tr></table> <table><tr><td></td><td>Sections</td><td>Description - Kerteh Estate</td></tr></table>		Sections	Description - Kerteh Palm Oil Mill	1	Facilities	Asbestos ceiling Replacement 20 units RM180k	2	Facilities	New volleyball court housing complex - RM15K	3	Facilities	Drain maintenance housing complex RM70K	4	Operation	Depericarper System 60mt/hr. - RM1M	5	Operation	Chimney Replacement Boiler no 3 - RM400K	6	Operation	New nut polishing drum - RM400K	7	Operation	EFB Treatment Plant - RM 3M	8	Operation	New Cages 22 units 2.5 mt - 105k		Sections	Description - Kerteh Estate	
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			1	Facilities	2 new toilets constructed in Dec 2023 - RM7K
			2	Facilities	2 new houses due for completion Jan 2024 - RM250K
			3	Operation	1 new mist blower - Dec 2023 - RM2K
				Sections	Description - Semaring 01 Estate
			1	Operation	Mechanization FFB collection 8 units Power Barrow
			2	Facilities	Upgrading of workers quarters 10 units RM150K
			On social matter, the mill and estates within Kerteh 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:		

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.

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		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.	
		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	

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		<div>Workers did not get copy of employment contract agreement to understand their annual leave and termination contract.</div> <div>Copy reference of employment contract agreement with understand language by workers</div> <div>Workers unable to understand on their rights.</div>	
		<p>For specific issues, the improvement plan to be implemented immediately as following:</p> <ul style="list-style-type: none"> - Pelan Tindakan untuk Ketidakpatuhan Integrasi Audit Dalamans Pensijilan Kelestarian 2023 Semaring Estate 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>The Certification Unit has completely its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. The input data was found to be accurate based on the following records verification:</p> <ul style="list-style-type: none"> • SAP accounting system • Land titles • Complaints & grievance records • Dept. of Safety & Health's JKPP8 form 	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>In FGVPIB Kerteh POM, operational and processing system is documented in the following documents among others:</p> <ul style="list-style-type: none"> a) Mill Sustainability Processing Manual b) Mill Standard Operating Procedure, c) Mill Quality Management Manual 	Complied

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		<p>These documents provide guidance and processes in the mill operations.</p> <p>The standard operation procedure SOP for the estate operations is available which is prepared by FGV Plantation Sdn Bhd. There are levels of the documentation identified as:</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit LESTARI on reviewed 01/09/2017 Sawit pra matang edisi III seksyen 3 b) Manual Ladang Sawit LESTARI reviewed on 01/09/2017 Sawit matang edisi III seksyen 4 c) Manual Ladang Sawit LESTARI 01/09/2017 Pembajaan sawit edisi III seksyen 5 d) Prosedur Kerja Selamat e) Manual Kelestarian (Sustainability) <p>While for IMS available a master list of SOP Revision 02 dated 01/11/2021:</p> <ul style="list-style-type: none"> i. Manual Plantation Integrated Management System (FGV/FGVPM/II/IMS/15/001) Version 02, dated 01/11/2021 ii. Legal and Other Requirements (FGV/FGVPM/II/IMS/15/002) Rev.02, dated 01/11/2021 <p>Objectives, Target and Programmes and Continual Improvement (FGV/FGVPM/II/IMS/15/003) Rev.02, dated 01/01/2021 and total of 25 SOPs. Last one titled: Calibration and Verification (FGV/FGVPM/II/IMS/15/025) Rev.02, dated 01/11/2021.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	Various mechanism to check consistent implementation of procedures or SOPs. The Agronomy and Agricultural Services Department Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health	Complied

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		<p>inspection conducted once in every 3 months, and welfare requirements such as workers housing inspections conducted once a month. Among checking points included:</p> <ul style="list-style-type: none"> i. Loading Ramp Station ii. Capstan Line/Sterilizer iii. Graf Sterilizer iv. Oil Room v. Press Station vi. Digester Temperature Check vii. Boiler Station viii. Nut/Kernel Plant ix. Sludge pit <p>While in estate, Agronomy Report as one of the mechanisms to check consistent implementation of procedures in the estate FGVP M Semaring 01 Estate and FGVA S Kerteh Estate. Estate Checklist used contained parameter such as under main topics of:</p> <ul style="list-style-type: none"> a) Achievement of FFB b) Crops condition (Foliar status) c) Manuring d) Humidity Preservation/Erosion control (Grass/Frond Stacking/EFB) e) Spraying f) Sanitisation/Pruning g) Control of disease/Weed (Ganoderma/Rat/UPD) <p>While internal audit conducted once a year and safety and health inspection conducted at workplace by SHC are among another</p>	
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		additional mechanism used to check implementation of SOP in mill and estates.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	Sighted in FGVPISB Kerteh POM, RC Visit Report dated 18/01/2023 where among comments included condition of mill operation such as mentioned a good and bad condition for each area visited. Agronomy Report by Mohd Nasir Haron (Agronomist) visited on 28/07/2023 available and maintained.	OFI
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>There was no new planting in the estates. This is verified through the following document/facts.</p> <ul style="list-style-type: none"> • Hectare statement compared to the previous year. • Interviews with the management • Field visits and verification. <p>The assessment of both the above was made in Social/Environmental Management Plan 2023 (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) among others are meant;</p> <ul style="list-style-type: none"> • To assess current condition based on identified potential aspects • To verify presence of protected & conservation areas that could be significantly affected. • To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities.to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details in; <ul style="list-style-type: none"> • Jadual 4.1 FPI/L4/QOHSE-1.8 Pind 0 - Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling KETARA 	Complied

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		<ul style="list-style-type: none"> • Jadual 4.2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang • Jadual 4.3. Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif) • To comply with various sustainability certification schemes <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. Interviews were conducted with stakeholders to obtain feedback on the impact of replanting activities on their daily lives. All the above documents were dated Aug 2017 and thereafter reviewed annually for any revision and updates.</p> <p>The Social/Environmental Management Plan (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) for 2023 produced among includes the following;</p> <ul style="list-style-type: none"> • Organization information • Scope of assessment & team • Methodology assessment timeline, approach and parameters • SEAI matrix and findings. <p>Verified sample Management Plan for Social Impact (Negative) of Kerteh POM as following:</p>	
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		Sample issues	Intended outcome	Immediate action plan	Long-term action plan	
		Grievance by Felda settlers on low OER award for FFB supplied	High OER from process for higher award	Annual budgeting with prompt upkeep of mill process machinery and equipment to ensure minimum losses	Key machinery replacement/overhauling in 2024	
		Grievance by workers on housing repair required	Comfortable housing condition for workers	Annual budgeting and immediate repair upon request	New housing budget in year 2025 and 2027	
		Grievance by workers on speeding FFB lorry accessing estate housing road	Safe and healthy living condition	Warning to drivers and meeting with housing residents on issue	Regular monitoring / patrolling within housing area	
		All sites and the reports were visited and sighted respectively by the auditors in presence of the SCCD, estates and mill personnel.				

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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>The development of both Social and Environmental Management Plan 2023 activities involved discussion with the following parties among others;</p> <ul style="list-style-type: none"> • JCC Meeting held respectively • Workers and staff as the internal stakeholders • External stakeholders' consultation meeting dated 12/12/2023. • Management meetings identifying issues in relation to social and environmental • observation on sites and surrounding, • The assessment in aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. <p>All operating units established individual Social Management Plan for year 2023 with focus area through a participatory methodology involved workers and external stakeholders by producing input and output includes the following.</p> <p>Management plan is incorporated the objectives, category, action, frequency, person in charge and monitoring period.</p> <p>Review document, both management includes matters as follow:</p> <ul style="list-style-type: none"> •To ensure compliance to SOP and legal requirement regarding social (appointment of person in charge/committee to handle social matters, communication on policies/SOP on social to relevant stakeholders, monitoring of pay and agreement of workers and contractor's workers and to maintain housing and facilities provided to workers). 	Complied
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		<ul style="list-style-type: none"> •To contribute to local communities' development •Community and employee alert on the present pandemic COVID-19 •PPE issuance and compliance for employees •Domestic waste disposal •Enhance understanding on safety guidelines in mill. •Health awareness among employees. •Audiometric test awareness among employees. 	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social and Environmental Management Plan 2023 available for each unit were available having information i.e. issues, management plan, PIC and time frame. The input is gathered from the meeting minutes similar to the session as described in 3.4.2 above.</p> <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas.</p> <p>The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. Feedback was obtained through discussion as shown in 3.4.2.</p> <p>All operating units established individual Social Management Plan for year 2023 available includes information i.e., issues, management plan, PIC and time frame. The inputs are gathered from the meeting minutes include the following:</p> <ul style="list-style-type: none"> • Gender Committee, union • Safety Meeting, 	Complied

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		<ul style="list-style-type: none"> • Complaint & Request from internal & external stakeholders • Management meeting at estates/mill and regional level. • Dialogue during the morning muster. • Interview approach with employees. 	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV Group established 'Garis Panduan Pengambilan & Perlantikan Pekerja Am G7', Doc No.: 2020/1, Rev. 3 dated 01/05/2020 for the mill and estate. The procedure describes the process of recruitment of General workers in the mill and estate. Besides, policy for performance management, termination of employment (dated 04/12/2019) and Compensation Policy (dated 01/01/2020) established and incorporated to describes the process of promotion, retirement and termination of employment.</p> <p>In addition, FGV Group has working with union to establish Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 describe the criteria of promotion, retirement and termination.</p> <p>FGV Group's Jabatan Tenaga Kerja established list of Policy and Procedure 'Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers as available in company's website via link as following:</p> <p>https://www.fgvholdings.com/wp-content/uploads/2024/04/GPRREMW2024.pdf</p> <p>The procedure describes as guideline and incorporating with the principles in Group Sustainability Policy including non-</p>	Complied

		discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	FGVPISB Kerteh POM and supply base estates adopt FGV Group employment procedure. Based on employment documents reviewed as per indicator 6.2.1 below.	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -	Established and documented Quality Planning, Hazard identification, assessment of risk, determining control and Environmental Aspect (FGV/FGVPM/II/IMS/15/001) Version 02, dated 01/11/2021. The SOP used in identification of HIRADC. Para 7.2.7(f) mentioned: HIRADC need to be reviewed in situation: <ul style="list-style-type: none"> • After Control measure plan taken • At least once in every 3 years • After accident occurred • When there is changes to process or activity. FGVPISB Kerteh POM has conducted a hazard identification, risk assessment and risk control as in Register of HIRADC listed 43 activities updated 29/12/2022. 6 locations identified as Medium and High Risk as document dated 10/12/2023. Sterilizer: Draw in and out cage (Scored 8) Press: Screw pressed (Scored 6) Press: Screw pressed, digester, crude oil pump (Scored 6) Press: Emptying digester (Scored 6) Kernel Plant: Cleaning airlock (Scored 8) VORSEP: operating Vorsep machine (Scored 6)	Complied

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		<p>Mitigation Plan for :</p> <p><u>FGVPM Semaring Estate 01</u></p> <p>NRA(Baseline) was conducted on 09/03/2021 by Mohd Syukri Jamaluddin (HQ/14/PEB/00/136) from Yellow Tulips Resources. Noise at PEL resulted from activities Grass Cutter (91.9 dB(A), Mist Blower (90.01 dB(A). Noise protection (PPE) required.</p> <p>Sighted List of Hiradc 2023 dated 13/11/2023 as coverage of identification and assessment recently revised. A total of 31 activities and operation included. Sighted also Control Measure Form for Medium and High Risks Score (FGV/FGVPM/F(IMS)/1.4 Pind 1.</p> <p>Harvesting with sharp tools at steep terrain and slope: 12 (Medium). Action: Training harvester every 3 months (D/line: 07/09/2023)</p> <p>Collection of loose fruits and sting by poisonous insects: 6 (Medium). Action: Check area before entering and Use complete PPE (D/line: 23/03/2023)</p> <p><u>FGVAS Kerteh Estate</u></p> <p>Chemical Health, Risk Assessment was conducted by Active ESH Sdn Bhd on 19-22/07/2021 by Chin Woei Shin (HQ/14/ASS/00/345). Generic Assessment for all 11 Research Estate Station in Peninsular Malaysia.</p> <p>Noise Risk Assessment was conducted by Nurfatihah Ali (HQ/22/PEB/00/00064) from Active ESH on 11/11/2022. Only tractor driver expose to NEL 89.9 dB(A). Observed during site visit he was wearing ear plug during operation. Senarai Hiradc contained 32 activities related to estate operation. Hazard Identification, Risk Assessment and Determining Control (HIRADC) dated 18/11/2023. All risk assessed as Low Risk, therefore no</p>	
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		Medium and High Risk Action Plan established as all risks were assessed as Low.																										
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>Available a Legal Compliance Monitoring Year 2023 for FGVPISB Kerteh POM where all monitoring activities conducted throughout year 2023 made.</p> <p>Monthly Monitoring: Monthly Osh Report, PPE Inspection, LEV inspection, Motorcycle inspection, Machinery inspection</p> <p>Quarterly: SHC Meeting, Inspection, Fire Extinguisher inspection, 1st Ais box inspection</p> <p>Half-yearly: Chemical exposure monitoring</p> <p>Annually: Medical surveillance, chemicals handling, Fire drill.</p> <p>Others: CHRA & NRA (every 5 years), First Aider (Every 3 years) AGT & AESP (Every 2 years)</p> <p>Overall in all mill and estates sampled found OSH Plan were implemented and monitored with progress of actual clearly recorded.</p>	Complied																									
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>Formal training programs for 2023 that covered aspects of the RSPO with regular assessments of training needs were available for all the audited sites. Training Plan was for each operating unit were established. A training need identification matrix has been established with target dates for the training identified. The training program among others includes the following subjects:</p> <table><tr><th></th><th>Subjects</th><th colspan="3">Month</th></tr><tr><th></th><th></th><th>1-4</th><th>5-8</th><th>9-12</th></tr><tr><td>1</td><td>ESH Legal & Other requirements</td><td>-</td><td>/</td><td>-</td></tr><tr><td>2</td><td>RSPO / MSPO Awareness / Requirement</td><td>/</td><td>-</td><td>-</td></tr><tr><td>3</td><td>Accident Investigation Techniques</td><td>-</td><td>-</td><td>/</td></tr></table>		Subjects	Month					1-4	5-8	9-12	1	ESH Legal & Other requirements	-	/	-	2	RSPO / MSPO Awareness / Requirement	/	-	-	3	Accident Investigation Techniques	-	-	/	Complied
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3.7.2	Records of training are maintained. - Minor Compliance -	<p>Trainings were provided during musters and also in session held in the estate’s community hall. The following training made for the employees were recorded as follows. Subjects extracted were mainly related to ESH, SOP, and pesticide handling etc.</p> <table><tr><td></td><td>Estate - Subject</td><td>Kerteh</td><td>Semaring</td><td>KPOM</td></tr><tr><td>1</td><td>Safety Campaign / Awareness</td><td>13/01/23</td><td>14/11/23</td><td>12/11/23</td></tr><tr><td>2</td><td>Compound hygiene & disease</td><td>20/01/23</td><td>25/11/23</td><td>10/07/23</td></tr><tr><td>3</td><td>Company Policies</td><td>16/03/23</td><td>19/07/23</td><td>27/02/23</td></tr><tr><td>4</td><td>Legal Requirement</td><td>29/05/23</td><td>29/11/23</td><td>09/11/22</td></tr><tr><td>5</td><td>Hearing Conservation</td><td>10/02/23</td><td>05/10/23</td><td>01/02/23</td></tr><tr><td>6</td><td>RSPO / MSPO awareness</td><td>16/03/23</td><td>19/07/23</td><td>15/12/23</td></tr><tr><td>7</td><td>Fertilizer - calibration</td><td>03/08/23</td><td>04/06/23</td><td>-</td></tr></table>		Estate - Subject	Kerteh	Semaring	KPOM	1	Safety Campaign / Awareness	13/01/23	14/11/23	12/11/23	2	Compound hygiene & disease	20/01/23	25/11/23	10/07/23	3	Company Policies	16/03/23	19/07/23	27/02/23	4	Legal Requirement	29/05/23	29/11/23	09/11/22	5	Hearing Conservation	10/02/23	05/10/23	01/02/23	6	RSPO / MSPO awareness	16/03/23	19/07/23	15/12/23	7	Fertilizer - calibration	03/08/23	04/06/23	-	Complied																																																																	
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the SCCS as per sample latest Kerteh POM RSPO SCC Training 2023; Date: 18/10/2023 includes the following topic:</p> <ul style="list-style-type: none"> - RSPO Supply Chain Certification Standard - Manual Kawaluan Keluar Masuk BTS Alihantar - Kertas semak penghantaran alihantar BTS - RSPO SCC Training - RSPO SCC Internal Audit Checklist - Management Review - IT Platform RSPO Palm Trace - RSPO Palm Trace Stock Removal - RSPO Palm Trace Announcement <p>Training attendance include Assistant Mill Manager, Mill Supervisor, Lab Supervisor, Weighbridge Clerk and Auxiliary Police of the training conducted by FGV Holdings Sustainability Personnel.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills</p> <p>(note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
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</p>	<p>It was verified that POM processes certified and uncertified FFB without physically separating them. Therefore, this indicator is not applicable to the UoC.</p>	Not Applicable

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	without physically separating them, then only Mass Balance Module is applicable.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>FGVPISB Kerteh Palm Oil Mill has been classified as Mass Balance (MB) because of the mill's processing of Fresh Fruit Bunches (FFB) obtained from both RSPO certified sources (FGVASSB Kerteh Estate and FGVPM Semaring 01 Estate) and uncertified growers, collection centres, plantations, and estates. Consequently, the mill asserts the MB status exclusively for the volume of oil palm products derived from the processing of certified FFB. Concurrently, the audit team has verified the volumes and origins of certified FFB that enter the mill, assessed the implementation of processing controls, and examined the volume of sales for RSPO certified products.</p> <p>FGVPI Kerteh Palm Oil Mill receives and process both certified and non-certified FFB. Therefore, FGVPI Kerteh Palm Oil Mill have opted to use the Mass Balance Supply Chain System Module. During this assessment the audit team verified the volume and sources of certified and non-certified FFB entering the mill, the implementation of processing control and volume sales of the RSPO product.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>This public summary report includes the recorded estimates for the potential production of Crude Palm Oil (CPO) and Palm Kernel (PK) products by the certified mill in terms of tonnage.</p> <p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. Summary of CPO and PK production for</p>	Complied

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		the assessment period is available in table 10 of this summary report.	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>FGVPISB Kerteh Palm Oil Mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace.</p> <p>FGVPI Kerteh Palm Oil Mill has registered in PalmTrace system as following:</p> <p>Member Name: FGV Palm Industries Sdn Bhd (Kerteh Palm Oil Mill)</p> <p>Member ID: RSPO_PO1000001907</p> <p>RSPO Membership # 1-0225-16-000-00 (FGV Holdings Berhad)</p> <p>Member category: Oil Mill</p> <p>Supply Chain Model: Mass Balance</p>	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"> • Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. • Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). • Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. 	<p>FGV has consistently implemented a procedure, specifically the Standard Operating Procedure (SOP) for RSPO Supply Chain Certification; FGV/GSD-SCCD/SOP/007; Version # 1.0; Date: 07/01/2021 to ensure that all responsibilities, procedures, and documentation are executed appropriately and in a systematic manner.</p> <p>Training records for supply chain has been done and verified based on the training records dated 12/07/2023.</p> <p>Appointment letter signed document number (01) RSPO/SCC to all assistant manager, weighbridge attendance, operational staff, FFB grader and lab attendant.</p> <p>Documented procedure for receiving and processing has been documented in the procedure with supply chain SOP RSPO Supply Chain Certification (Kilang Sawit) doc. # FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021; Section clause # 6.6.</p>	Complied

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	<ul style="list-style-type: none"> The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 		
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <ol style="list-style-type: none"> Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. Effectively implements and maintains the standard requirements within its organisation. <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 for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. 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.</p> <p>The latest RSPO SCCS Internal Audit was done on 13/07/2023 with no findings.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <ol style="list-style-type: none"> The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>The mill verified all incoming FFB documents as per sample FFB tickets as following:</p> <ul style="list-style-type: none"> RSPO Certified FFB Supplier: FGVPM Semaring Estate; RSPO Certificate # RSPO 693209; FFB Ticket # A00056827; Delivery date:17/12/2023; DO # 333571; Net weight: 7.24 mt; Uncertified Supplier: Kiim Ma Oil Palm; FFB Ticket # A00056766; Delivery date:17/12/2023; DO # 714295; Delivery date:17/12/2023; Net weight: 3.59 mt 	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 presented either on a single</p>	<p>Minimum information has been ensured as per sample CPO delivery tickets as following:</p> <ul style="list-style-type: none"> Uncertified CPO Buyer: FGV Bulkiers – Kuantan; Address: Jalan Pelabuhan 1/6, Tanjung Gelang, 26080 Kuantan, Pahang Darul 	Complied

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	<p>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"> 1. The name and address of the buyer; 2. The name and address of the seller; 3. The loading or shipment / delivery date; 4. The date on which the documents were issued; 5. RSPO certificate number; 6. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); 7. The quantity of the products delivered; 8. Any related transport documentation; 9. A unique identification number. 	<p>Makmur; Seller: Kerteh Palm Oil Mill; Address: Beg Berkunci No. 3, 23309 Ketengah Jaya, Terengganu Darul Iman; Delivery date: 14/12/2023; Transaction date: 13/12/2023; Product: Non-certified CPO; Net weight: 41.30 mt; Ticket # H0925/2023; DO # H0825</p> <p>- RSPO Certified PK Buyer: FGV Kernel – Semambu; Address: Lot 149 Kawasan Perindustrian Semambu, 25350 Kuantan, Pahang Darul Makmur; Seller: Kerteh Palm Oil Mill; Address: Beg Berkunci No. 3, 23309 Ketengah Jaya, Terengganu Darul Iman; Delivery date: 30/09/2023; Transaction date: 30/09/2023; Product: RSPO-certified PK; Net weight: 39.63 mt; Ticket # L0164/2023; DO # L0164</p>	
3.8.9	<p>Outsourcing Activities</p> <ol style="list-style-type: none"> 1. 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 2. The mill shall ensure the following: <ol style="list-style-type: none"> 1. The mill has legal ownership of all input material to be included in outsourced processes 2. The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	<p>The transportation of the CPO and PK has been outsourced for FGVPI Kerteh Palm Oil Mill. Sighted the contract agreement between FGV Palm Industries Sdn Bhd with FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd dated 01/01/2018. FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd only plays the role to transport the CPO and PK to the buyer and therefore does not handle the product. The mill maintains the legal ownership of the products, as stated in the contract agreement. As per contract it is stated that FGV Transport will comply with the relevant legal and other requirement and also requirement of the RSPO Supply Chain Certification. It is also stated that the Certification body has the access to audit their respective operations, systems, and all information for the audit.</p> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.:</p>	Complied

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	<p>3. The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>4. 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>	FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGVPI Kerteh Palm Oil Mill. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. FGV Trading Sdn Bhd and FGV Transport Sdn Bhd have been provided training on the SOP at the HQ level.	
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.	Names and contact details of transporters that physically handle certified oil palm products were recorded and available for verification in the Stakeholder List – Contractor.	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.	FGVPI Kerteh Palm Oil Mill are aware that they need to inform the CB the names and contact details of any new contractors used to physically handle the RSPO Certified Products. The names are updated in the Stakeholder Lists and provided to the CB prior to its audits.	Complied
3.8.12	<p>Record keeping</p> <p>1. 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>2. 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>3. 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>4. For Mass Balance Module, the mill:</p>	<p>FGVPI Kerteh Palm Oil Mill have kept records such as Supply Chain Procedures, SCCS Internal Audits, SCCS Trainings, Mass Balance Records and Despatch Notes that were available for verification. Specified in the RSPO SCCS Procedure for Mill, SOP Number: FGV/GSD-SCCD/SOP/007; Version: 01; Document Date: 07/01/2021, under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years for reference and audit purposes.</p> <p>FGVPI Kerteh Palm Oil Mill receives and processes both certified and non-certified FFB. Hence it uses the Mass Balance Module.</p> <p>a. The mill has recorded and balanced all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on</p>	Complied

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	<ol style="list-style-type: none"> 1. 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. 2. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. 3. 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>three monthly basis. The records were available in the Mass Balance Record 2022 and 2023.</p> <p>b. Mass Balance Record for 2022 and 2023 was reviewed. All the certified CPO and PK products sold were deducted from the accounting system. Sales of Certified products downgraded as conventional products have been deducted from the accounting system.</p> <p>Mass Balance Record for 2022 and 2023 was reviewed indicated all sales of certified CPO and PK were from positive stocks.</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. The conversion factors were reported daily in the Daily Production Report.</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>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.</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 RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>FGVPI Kerteh Palm Oil Mill implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Complied
3.8.16	<p>Registration of Transactions</p> <ol style="list-style-type: none"> 1. 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 	<p>The actor is a Palm Oil Mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's PalmTrace, the company was able to demonstrate that it has been registering its transactions in the</p>	Complied

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	<p>dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>2. Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PalmTrace accordingly. Based on the announcement (transaction) summary, all the registrations were found to be in order and announced within 3 months of the final shipment date</p>	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>Information regarding RSPO membership can be located on the parent company's website.</p> <p>No off-product claim made by the mill, and this was verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc.).</p>	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <ul style="list-style-type: none"> A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 	<p>On the parent company's website, it is explicitly mentioned that they are a member of RSPO and are dedicated to adopting RSPO standards.</p>	Complied
4.3	<p>Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.</p>	<p>Based on site visit and documentation review, verified that RSPO corporate logo is not use by the UoC.</p> <p>Not applicable as no off-product claim made by the mill as to date.</p>	Not Applicable

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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.	No such insinuating claim has been found. Not applicable as no off-product claim made by the mill as to date.	Not Applicable
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." 	<p>On the parent company's website, it is explicitly mentioned that they are a member of RSPO and are dedicated to adopting RSPO standards.</p> <p>Not applicable as no off-product claim made by the mill as to date.</p>	Not Applicable
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <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> <ol style="list-style-type: none"> "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)." 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>This UoC has been certified with RSPO P&C since 11/02/2019 with certificate number RSPO 693209 (valid until 10/05/2024). Therefore, this indicator is not applicable.</p> <p>Not applicable as FGV Holdings Berhad is a certified member.</p>	Not Applicable

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	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".		
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.	Product specific communications made off pack such as shipping documents. Sighted shipping documents of below transaction: RSPO Certified PK Buyer: FGV Kernel – Semambu; Address: Lot 149 Kawasan Perindustrian Semambu, 25350 Kuantan, Pahang Darul Makmur; Seller: Kerteh Palm Oil Mill; Address: Beg Berkunci No. 3, 23309 Ketengah Jaya, Terengganu Darul Iman; Delivery date: 30/09/2023; Transaction date: 30/09/2023; Product: RSPO-certified PK; Net weight: 39.63 mt; Ticket # L0164/2023; DO # L0164 Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by the UoC. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	No RSPO Label used hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker	Not Applicable

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		for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
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.	No other trademark or label use to highlight hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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. 	No on products claims made hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	The mill produced only CPO and PK, no further modify end products hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	No used off pack claim hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	The mill will announce the certified sales while the buyer will confirm the receipt. Hence, this is not applicable.	Not Applicable
5.2.3	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: <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.	This is not applicable since the mill is neither a distributor nor wholesaler.	Not Applicable
5.3 On pack claims			
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	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker	Not Applicable

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	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.	for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
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"> a) RSPO IP/SG CERTIFIED* b) Contains RSPO IP/SG palm oil* c) Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> i) RSPO MIXED* ii) Contributes to the production of RSPO certified palm oil* iii) Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> a) RSPO 50% MIXED* b) Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> i) RSPO CREDITS* ii) Supports the production of RSPO certified palm oil* iii) Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable

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5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	No on-pack claims hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	The mill produced 100% palm oil product, raw material as FFB and output as CPO and PK. The product when claimed as RSPO material is under 100%. CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional.	Complied
	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.	The mill is using MB module with all incoming and outgoing claim were made under MB supply chain model. CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. The is no percentage of non-certified volume as volume sold is same with MB-certified produced.	Complied

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Messaging			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> i) [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. ii) 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. 	<p>No storytelling in product-specific communications is practice by the mill hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	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". 	<p>No Product-Specific Communications Labelling is practice by the mill hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>Observed during the audit that FGV has established Group Sustainability Policy (Policy No.: FGV/SED/POL/001; Revision No.: 3; dated 17/11/2020) which includes a strengthened section on human rights which makes reference to the United Nations Guiding Principles on Business and Human Rights (UNGPs), applicable international human rights treaties as well as relevant ILO</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>conventions. The principle of respecting human rights is applied throughout FGV Kerteh Complex, in line with FGV's commitment to human rights, as outlined in the Group Sustainability Policy (GSP). Under section 5.2 of Group Sustainability Policy stated the commitment of FGV to respecting human right including commitment on equality and non-discrimination, upholding labour standards (e.g., no use of forced, recruitment of employees in line with international and industry good practice, respects employees right to freedom of movement, etc.), respecting rights of indigenous people and local communities, health and safety and preventing harassment and abuse.</p> <p>Further verification indicates that the GSP training/briefing has been conducted on yearly basis for new and existing workers as evident in the training record and annual training plan. For contractor and their workers, Group Sustainability Policy (GSP) has been communicated during induction session with the contractor and workers of contractor as evident in the training record.</p> <p>Training/briefing record of Group Sustainability Policy (GSP) observed during the audit are as follow:</p> <p>FGVPISB Kerteh POM</p> <ul style="list-style-type: none"> Briefing Withhold Release Order (WRO) which includes briefing on Group Sustainability Policy (GSP) Policy that was conducted on 21/11/2023 by Assistant Executive and attended by workers. <p>FGVPM Semaring 01 Estate</p> <ul style="list-style-type: none"> Briefing on Group Sustainability Policy (GSP), RSPO/MSPO and Complaint Procedure that was conducted on 19/07/2023 by Estate Manager and attended by workers during muster call. <p>FGVAS Kerteh Estate</p>	
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		<ul style="list-style-type: none"> Briefing on Group Sustainability Policy (GSP) that was conducted on 29/05/2023 by Head of Station and attended by all estate workers. <p>While for other stakeholders, communication of the Group Sustainability Policy (GSP) was conducted during stakeholder meeting on 12/12/2023 at Seri Dahlia Hall, Felda Kerteh Training Centre and attended by several stakeholders which consist of neighbouring, local communities, suppliers and contractors. The meeting was conducted by combining all stakeholders in the FGV Kerteh Complex which consists of FGVPISB Kerteh POM, FGVPK Semaring 01 Estate and FGVAS Kerteh.</p>	
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>	<p>As reflect earlier in indicator 4.1.1, FGV Kerteh Complex prohibits any form of harassment by established the Group Sustainability Policy (GSP) and communicated the GSP to the internal and external stakeholder.</p> <p>No evidence found during the audit that the certification unit has instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>Based on the interview with the sampled workers, all operating unit is against any form of violence and prohibit such act from taking place in the certification unit. Any occurrence of violence and harassment from any level of employees including management will be reported and will not be tolerated.</p> <p>Furthermore, the workers interviewed confirmed that no occurrence of harassment or violence has occurred that has come to their knowledge.</p>	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			

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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 whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for complaint and grievance is stated in the Procedure to Handling Complaint and Grievance (Ref No.: FGV/GSD-SCCD/SOP/010; Version: 3.0) dated 01/06/2022. It was observed that for the complaints against the top management of the estate/mill or complaint from internal and external parties, such process shall be covered within the Whistleblowing Policy (Ref No.: FGV/GGD/POL/001; Revision: 8.0) dated 17/11/2020. Also observed that the procedure outlines the means for handling the complaints and the means to protect the complainant upon complaining against the certain entity of the management. System for addressing the grievances raised by the workers are through complaint box, grievance/complaint book, and worker's representative and whistle-blower hotline via phone number (1-800-888-717). Alternatively, there are other hotline number for workers under FGV to lodge a complaint via mobile number (019-692 9668), email (grievance.m@fgvholdings.com) and FGV apps. All the hotline phone number are displayed at the workers housing as verified during the site visit. Interview with several workers has confirmed that the workers know the purpose of the hotline phone number and found that FGV apps was installed for each individual worker's mobile phone. Observed also that there is a specific committee i.e., Whistleblowing Policy which is established as a responsible entity for managing a reported complaint through a secure and accessible whistleblowing channel, transparent investigation and provide protection.</p> <p>For grievance procedure, the complaints will be solved in 14 days or a period that is agreed by both parties i.e., complainant and management at respective operating unit (first stage) and if the issue cannot be resolved in this stage, the complaint will go to second stage and will be solved in 14 days. The complaint needs to be resolved within 2 months from the date of discussion in third</p>	Complied
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		stage and if the issue needs to be escalated to Wilayah Office or Labour Department of company.	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The procedure as mentioned in the indicator 4.2.1 has been briefed and trained to staff and the workers. The same procedure has been briefed to the newly employed workers during induction course. Evidence of the training and briefing conducted are made available for verification during the audit.</p> <p>Observed that the policy is posted on the notice wall at the workers housing which is formulated in Bahasa Melayu, English and Tamil language.</p> <p>Furthermore, the level of the understanding for the workers on the policy and procedure relating to protection of whistle-blowers and complainant is sufficient whereby the workers are able to properly demonstrate the procedure as verified during interview with several workers consists of Malaysian, Indonesian, Bangladeshi and Indian workers. For stakeholders, it was found that they can demonstrates their understanding on the complaint mechanism in the procedure as verified during stakeholder consultation.</p> <p>The briefing record which consists of attendance, photos and briefing material were verified during the audit as follow:</p> <p>FGVPISB Kerteh POM</p> <p>Communication has been conducted on 16 December 2023 to the workers during morning briefing before commenced the work. While for external stakeholders, the procedure has been communicated during stakeholder meeting that was conducted on 12 December 2023. In addition, there is a briefing for whistleblowing policy conducted to the workers on 30/05/2023 by Assistant Executive.</p> <p>FGVPM Semaring 01 Estate</p>	Complied

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		<p>Series of briefing of the procedure has been conducted on 26/10/2023 and 30/11/2023 by the estate manager to all the workers during the muster call.</p> <p>FGVAS Kerteh Estate</p> <p>Briefing entitled Workers Awareness Information Sharing Session was conducted on 01/03/2023 to all estate workers. One of the agenda is to brief the complaint and grievances procedure.</p> <p>While for other stakeholders, communication of the complaint and grievance mechanism was conducted during stakeholder meeting on 12/12/2023 at Seri Dahlia Hall, Felda Kerteh Training Centre and attended by several stakeholders which consist of neighbouring, local communities, suppliers and contractors. The meeting was conducted by combining all stakeholders in the FGV Kerteh Complex which consists of FGVPISB Kerteh POM, FGVPK Semaring 01 Estate and FGVAS Kerteh.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All progress, timeframe and outcome of complaint and grievance were informed to the complainant as verified in the complaint book. Record of complaint have been maintained since 2019 for each operating unit. Resolution of complaint has been resolved immediately after the complaint received. Acknowledgement from complainant in the complaint book indicates that the complaint has been satisfactorily resolved. This has been verified during interview session with sampled workers under FGV Kerteh Complex. Observed that major complaint is on damage at workers housing.</p> <p>FGVPISB Kerteh POM</p> <p>All the complaints and grievance were recorded in the logbook entitled 'Buku Laporan Aduan KS Kerteh'. Sample of workers complaint are as follow:</p>	Complied

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		<ul style="list-style-type: none"> Workers' complaint on water piping leakage on 20/04/2023 and the complaint was resolved in 29/04/2023 Workers' complaint on broken toilet door on 12/2/2023 and the complaint was resolved in 21/2/2023 <p>FGVPM Semaring 01 Estate</p> <p>Complaints and grievance were recorded in the logbook entitled 'Rekod Aduan Lisan Rollcall FGV Semaring 01'. Sample of the complaints are as follow:</p> <ul style="list-style-type: none"> Complaint on water piping leakage at toilet on 02/12/2023 and found that the complaint has been resolved on 02/12/2023. Complaint on poor condition of toilet paint on 18/09/2023 and the management has repainted the toilet on 20/09/2023. <p>FGVAS Kerteh Estate</p> <p>Logbook entitled 'Buku Aduan' were used to record complaint and grievance from the workers and external parties. Sample of the complaints are as follow:</p> <ul style="list-style-type: none"> Workers' complaint to replace sickle on 06/04/2023 and found that the management provide new sickle to the workers on 06/04/2023. Workers' complaint on his poor health condition on 09/12/2023 and the management has brought the workers to Klinik Ketengah Jaya, then the worker refer to Dungun Hospital for further treatment on 09/12/2023 (2.00 a.m). 	
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.	Reflecting to finding in indicators above, the management unit did recognize rights for the complainants to access independent legal and technical advice. Based on the interview with the workers, there are aware they may independent legal and technical advice from	Complied

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	- Minor compliance -	third party mediator such as embassy, labour department and other government agencies. It was stated in section 6.3.1 of the Procedure to Handling Complaint and Grievance (Ref No.: FGV/GSD-SCCD/SOP/010; Version: 3.0) dated 01 June 2022, where conflict resolution mechanisms include the option of the complainant or representative to be able to select an independent third party consisting of certain individuals or bodies to represent the complainant in providing technical and legal advice and assistance or acting as an independent observer.	
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	<p>All operating unit in FGV Kerteh Complex has committed to contribute to local development in consultation with the local communities. Verification made during the audit showed that contribution to local communities' development is conducted on a case by case and that this is done following the stakeholder meeting of which the matters of the needs is brought up by the stakeholders. Following to such request, further clarification and details of the request is sought and subject to management approval. For any request that has been approved, the stakeholders is then be informed and that the contribution is executed accordingly.</p> <p>During the audit, it was found the records of the contribution made by the operating unit under FGV Kerteh Complex with the common contribution made is donation and transportation for social and education purpose to school and FELDA settler.</p> <p>The following evidence were verified during the audit:</p> <p>FGVPISB Kerteh POM</p> <ul style="list-style-type: none"> Provide black soil for planting to FELDA Kerteh 1 settler as evident in the letter dated 04/04/2023 (Reference No.: (23) 4027/KTH/850/1-1) 	Complied

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		<ul style="list-style-type: none"> Provide EFB to FELDA Kerteh 2 settler as evident in the letter dated 04/04/2023 (Reference No.: (22) 4027/KTH/850/1-1) <p>FGVPM Semaring 01 Estate</p> <ul style="list-style-type: none"> Provide transportation to Sekolah Kebangsaan Pasir Raja for Kemaman Tournament Junior Cup 2023 as evident in the letter dated 10/11/2023 (Reference No.: (4)14/488/1-1-28 pt 1) Provide transportation for Camping Programme under Sekolah Kebangsaan Jongok Batu as evident in the letter dated 01/11/2023 (Reference No.: SKJB.600-3/6/6 Bil (6)). <p>FGVAS Kerteh Estate</p> <ul style="list-style-type: none"> Donation for Aidilfitri to workers as evident in the letter dated 13/04/2023 (Reference No.: (13) 820213501/2023) Contribution mineral water to 11 FELDA Kerteh 4 settlers as evident in the attendance and photos dated 19/01/2023. 	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>It was found that oil palm activities by the mill and estates under FGV Kerteh Complex do not diminish the land use rights of other users. There is no evidence found through open-source platform (e.g.: website, news, report, etc.) that land conflict was arise.</p> <p>Evidence of legal ownership, history of land tenure and the actual legal use of the land has been verified during the audit as follow:</p> <p>FGVPISB Kerteh POM</p> <p>The mill started commissioned in 1980 and hold valid land title as below:</p> <ol style="list-style-type: none"> Land title no.: H.S.(D): 682 District: Dungun Mukim: Rasau 	Complied

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		<p>d. Lot No.: PT 925</p> <p>e. Land Use: Industrial</p> <p>f. Lease Period: 60 years from 31 July 2001 to 30 July 2061</p> <p>g. Restriction: for palm oil mill</p> <p>h. Area: 4.7369 Ha</p> <p>i. Ownership: Felda Palm Industries Sdn Bhd</p> <p>There are 16 boundary markers such as boundary stones have been erected and maintained along the mill boundary. Latest boundary stone inspection was conducted on 24/10/2023 as verified in the record of Boundary Stone Monitoring.</p> <p>FGVPM Semaring 01 Estate</p> <p>Initially, there is an agreement between FELDA and Terengganu State Authority dated 04/01/2015. The state authority has permitted the development authority (i.e., FELDA) to develop area known as Semaring scheme and plant oil palm. Following to this, Federal Land Development Authority (FELDA) has leased the land to Felda Global Ventures Holdings Sdn Bhd (FGVH) as evident in the Agreement to Lease dated 01/11/2011. Lease period is 99 years from 01/01/2012 as stated in the section 2.5 of the agreement. It is supported by letter dated 18/04/2011 [reference no.: PTG. TR.00/42/1995/C/002/01-(44)] from Pejabat Tanah dan Galian Terengganu entitled granting of land ownership to Federal Land Development Authority (FELDA) to be operated commercially. For Semaring 01 hectareage for lease is 3,968.19 acres (1,605.8709 ha). Boundary stone monitoring record is made available during the audit and last inspected in 10/12/2023. There are 26 boundary stones along estate boundary and found the record completed with GPS coordinate number and field location of boundary stone.</p> <p>FGVAS Kerteh Estate</p>	
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		<p>Federal Land Development Authority (FELDA) has leased 111.95 Ha to Felda Agri Services Sdn Bhd (FASSB) Kerteh as evident in the letter dated 09/04/2021 (Reference No.: (45) 1450/1/11 Pt.2). The letter stated that the renewal of leasing land to FGV Agri Services Sdn Bhd for period of 15 years from 01/01/2021 to 31/12/2035.</p> <p>Boundary stone monitoring record (Ref. No.: FAS-RSPO L1/K2.2/2.2.3) were verified during the audit and latest inspection was conducted on 16/12/2023. There are 4 boundary stone along estate boundaries.</p> <p>In addition, relevant stakeholders' interview were conducted with local communities and neighbouring estate has confirmed that no FPIC process at all estates and mill under FGV Kerteh Complex.</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>As reflected earlier in indicator 4.4.1, FGVPIB Kerteh POM, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	No issues of customary and other user's right in the mill and estates within Kerteh 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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	- 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 and other user's right in the mill and estates within Kerteh 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 and other user's right in the mill and estates within Kerteh 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 Kerteh 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 -	As reflected earlier in indicator 4.4.1, FGV PISB Kerteh POM, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB. Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.	Complied

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4.4.5	<p>(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.</p> <p>- Critical (Major) compliance -</p>	No issues of customary and other user's right in the mill and estates within Kerteh 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
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	No issues of customary and other user's right in the mill and estates within Kerteh 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	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>It was found that oil palm activities by the mill and estates under FGV Kerteh Complex do not diminish the land use rights of other users. There is no evidence found through open-source platform (e.g.: website, news, report, etc.) that land conflict was arise.</p> <p>Evidence of legal ownership, history of land tenure and the actual legal use of the land has been verified during the audit as follow:</p> <p>FGVPISB Kerteh POM</p> <p>The mill has hold valid land title as below:</p> <ul style="list-style-type: none"> j. Land title no.: H.S.(D): 682 k. District: Dungun l. Mukim: Rasau m. Lot No.: PT 925 n. Land Use: Industrial o. Lease Period: 60 years from 31 July 2001 to 30 July 2061 p. Restriction: for palm oil mill 	Complied

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		<p>q. Area: 4.7369 Ha</p> <p>r. Ownership: Felda Palm Industries Sdn Bhd</p> <p>There are 16 boundary markers such as boundary stones have been erected and maintained along the mill boundary. Latest boundary stone inspection was conducted on 24/10/2023 as verified in the record of Boundary Stone Monitoring.</p> <p>FGVPM Semaring 01 Estate</p> <p>Initially, there is an agreement between FELDA and Terengganu State Authority dated 04/01/2015. The state authority has permitted the development authority (i.e., FELDA) to develop area known as Semaring scheme and plant oil palm. Following to this, Federal Land Development Authority (FELDA) has leased the land to Felda Global Ventures Holdings Sdn Bhd (FGVH) as evident in the Agreement to Lease dated 01/11/2011. Lease period is 99 years from 01/01/2012 as stated in the section 2.5 of the agreement. It is supported by letter dated 18/04/2011 [reference no.: PTG. TR.00/42/1995/C/002/01-(44)] from Pejabat Tanah dan Galian Terengganu entitled granting of land ownership to Federal Land Development Authority (FELDA) to be operated commercially. For Semaring 01 hectareage for lease is 3,968.19 acres (1,605.8709 ha).</p> <p>Boundary stone monitoring record is made available during the audit and last inspected in 10/12/2023. There are 26 boundary stones along estate boundary and found the record completed with GPS coordinate number and field location of boundary stone.</p> <p>FGVAS Kerteh Estate</p> <p>Federal Land Development Authority (FELDA) has leased 111.95 Ha to Felda Agri Services Sdn Bhd (FASSB) Kerteh as evident in the letter dated 09/04/2021 (Reference No.: (45) 1450/1/11 Pt.2). The letter stated that the renewal of leasing land to FGV Agri Services Sdn Bhd for period of 15 years from 01/01/2021 to 31/12/2035.</p>	
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		<p>Boundary stone monitoring record (Ref. No.: FAS-RSPO L1/K2.2/2.2.3) were verified during the audit and latest inspection was conducted on 16/12/2023. There are 4 boundary stone along estate boundaries.</p> <p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.</p>	
4.5.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.</p>	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples,</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders</p>	Complied

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	the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	
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 planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	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 planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	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 planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	Complied

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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>FGV has established procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah', (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016). The purpose of procedure are as follow:</p> <ul style="list-style-type: none"> a. To determine issue from local communities or indigenous people related to customary rights b. Provide compensation plan to the claimant c. Monitoring and marking boundary stone <p>As mentioned in the procedure, compensation will be paid according to market land price.</p> <p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.</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>Procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah', (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016) has been established by FGV. The purpose of the procedure are as follow:</p> <ul style="list-style-type: none"> d. To determine issue from local communities or indigenous people related to customary rights e. Provide compensation plan to the claimant f. Monitoring and marking boundary stone <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Kerteh</p>	Complied

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		Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate under FGV Kerteh Complex. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB. Land titles that owned by FELDA has been verified for each operating unit.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	Procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah', (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016) has been established by FGV. The purpose of the procedure are as follow: <ul style="list-style-type: none"> g. To determine issue from local communities or indigenous people related to customary rights h. Provide compensation plan to the claimant i. Monitoring and marking boundary stone There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Kerteh	Complied

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		Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.	
4.7.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah', (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016) has been established by FGV. The purpose of the procedure are as follow:</p> <ul style="list-style-type: none"> j. To determine issue from local communities or indigenous people related to customary rights k. Provide compensation plan to the claimant l. Monitoring and marking boundary stone <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Kerteh Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and FASSB.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There is no customary right land for all operating unit under FGV Kerteh Complex. FGVPISB Kerteh POM, FGVP Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB.</p> <p>Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has</p>	Complied

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		been verified on documentation review by review the complaint and grievance logbook.	
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 -	<p>There is no customary right land for all operating unit under FGV Kerteh Complex. FGVPISB Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB. The following evidence were verified during the audit:</p> <ul style="list-style-type: none"> • Agreement to lease dated 1/11/2011 between FELDA and FGV Holdings Berhad • Renewal letter for lease land to FASSB dated 9/4/2021 between FELDA and Felda Agri Services Sdn Bhd (FASSB) <p>While for FGV Kerteh POM, the mill started commissioned in 1980 and hold valid land title with 60 years lease period from 31/7/2001 to 30/7/2061.</p> <p>Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	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	There is no customary right land for all operating unit under FGV Kerteh Complex. FGVPISB Kerteh POM, FGVP M Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute	Complied

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	<p>certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB. The following evidence were verified during the audit:</p> <ul style="list-style-type: none"> • Agreement to lease dated 1/11/2011 between FELDA and FGV Holdings Berhad • Renewal letter for lease land to FASSB dated 9/4/2021 between FELDA and Felda Agri Services Sdn Bhd (FASSB) <p>While for FGV Kerteh POM, the mill started commissioned in 1980 and hold valid land title with 60 years lease period from 31/7/2001 to 30/7/2061.</p> <p>Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	
4.8.3	<p>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)</p> <p>- Minor compliance -</p>	<p>There is no evidence of acquisition land for all estates under FGVPIB Kerteh POM. It has been confirmed through interview with local communities, neighbouring estates and documentations review.</p>	Complied
4.8.4	<p>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).</p> <p>- Minor compliance -</p>	<p>No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and FASSB. FGVPIB Kerteh POM, FGVPM Semaring 01 Estate and FGVAS Kerteh Estate has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. The following evidence were verified during the audit:</p> <ul style="list-style-type: none"> • Agreement to lease dated 1/11/2011 between FELDA and FGV Holdings Berhad 	Complied

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		<ul style="list-style-type: none"> Renewal letter for lease land to FASSB dated 9/4/2021 between FELDA and Felda Agri Services Sdn Bhd (FASSB) <p>While for FGV Kerteh POM, the mill started commissioned in 1980 and hold valid land title with 60 years lease period from 31/7/2001 to 30/7/2061.</p> <p>Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Daily FFB price 1.0% posted for month of November 2023, dated 06/11/2023 and 07/11/2023 with Price A: 37.50, Price B: 37.50. As for the day of audit, there are 5 smallholders registered and supplying FFB to the mill.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Previous year the Sustainability Unit and support from FGV Trading Sdn Bhd has conducted a Stakeholder Consultation that included a smallholder on 20/12/2022 at FGVPISB Jerangau Barat that combined with FGVPISB Kerteh POM, that explains the FFB pricing to smallholders and relevant stakeholders.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Sighted in documented and issued Offer Letter to Purchase FFB issued to SAR Fruits (M) Sdn Bhd, Imbasan Padu Sdn Bhd and Wong Tee Boon a price offers to seller of FFB. 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.	Complied

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5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>As sighted and planned from Invitation to smallholder (Hoo Hee Ming) on letter dated 16/12/2023 to attend Awareness Workshop on Sustainability, FFB Traceability and Supply Chain under FGV Trading Sdn Bhd between 8.30am to 1.30pm at Meeting Room of FGVPI Jerangau Barat POM. As in the itinerary of the programme sighted:</p> <p>8.30 am: Registration of FFB Suppliers</p> <p>9.00 am: Programme briefing (welcome speech from Mill Manager and Pre-event Questionnaire)</p> <p>09.30 am: Session 1: Introduction to NDPE and traceability</p> <p>10.00 am: Session 2: Managing Complaint FGVPI Mill</p> <p>10.30 am: Session 3: Introduction to RSPO Certification</p> <p>11.00 am: Session 4: ESSC-Evaluation of Compliance of FFB Suppliers</p> <p>11.30 am: Session 5: FFB Purchase trade</p> <p>1.00 pm: Programme Closing (Closing Speech, Post Event Questionnaire and Group Photo)</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Sampled 3 Contract involving smallholders supplying FFB (Wong Tee Boon, Imbasan Padu Sdn Bhd, SAR Fruits (M) Sdn Bhd). FFB Buying Offer Letter which contains:</p> <ul style="list-style-type: none"> • Offer of Buyer to Seller (Pricing, formula) • Agreement of Seller to Buyer (15 terms and conditions) which found fair, legal and transparent. • Signature of both parties as acceptance. 	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>Existing as in the Payment record for FFB sellers including 5 smallholders engaged, record of payments are made in a timely</p>	Complied

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		manner and receipts specifying price, weight, deductions and amount paid in the month of November 2023.	
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Sighted record of calibration as below: y) Calibration be De Metrology Sdn Bhd for Weight Bridge T2-ATK 00011 with Sticker No. DE18 003974 and Calibration Certificate No D 072880 valid from 28/09/2022 with capacity 70,000Kg. z) Calibration be De Metrology Sdn Bhd for Weight Bridge T2-ATK-000782 with Sticker No. 2.1K Q012920 and Calibration Certificate No B1955512 valid from 07/02/2023 with capacity 70,000Kg.	Complied
5.1.8	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. - Minor compliance -	Existing 5 smallholders engaged, with mutual agreements between the unit of certification and the smallholders made as stated in Offer Letter to Purchase FFB.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	As sampled in FGV Kerteh POM, FGV Holdings Berhad has established mechanism for smallholders to raise any complaint through SOP for Complaint and Grievance with FGV/ML-1A/L2-PR13) dated 01/04/2019. The procedure is to provide a methodology for the internal and external stakeholders to lodge complaint and grievances to the management	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	There was a meeting organized by the FGV for the 3 Complexes management, session of dialogue and discussion on 12/12/2023 named "Program Konsultasi Bersama Pihak Berkepentingan Mengenai Komitmen Kelestarian FGV" at FELDA Kerteh Training	Complied

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		<p>Centre attended by 100 participants. The agenda among others includes the discussion and briefing on the following;</p> <ul style="list-style-type: none"> • Communication of information relating to Group Sustainability Policy • Communication procedure, involvement and current issues. • RSPO / MSPO certification and requirement • Crop quality / current OER, grading report • Chemical Handling / Good Agricultural Practices • Request from smallholder via feedback form distributed to the smallholder by FGV to access the needs. <p>Similar session will be organized "Workshop on Sustainable And Traceable FGV FFB Supply Chain" by FGV Trading Sdn Bhd with the stakeholders mainly meeting the smallholders and the outside FFB Suppliers on 20/12/2023 at Jerangau Barat Palm Oil Mill meeting room for the entire region. The chief agenda of the meeting is for the enhancement of smallholder FFB supplying requirement, assistance to the smallholders for any certification and support programmed, complaint procedure and FFB trading terms /conditions between FGV etc.</p>	
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>Based on the meeting as in 5.2.1, all the issues raised and required by the smallholders were discussed regularly in terms of FFB productivity, quality, finance, etc. There is no interested smallholders to go for RSPO certification to date.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>This is being emphasized as part of the requirement before any outside crop are allowed to transact any FFB delivery to the mill. Suppliers are required to provide details of FFB source providing legal ownership of land and crop. The requirement was also briefed</p>	Complied

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		to all participants including the smallholders and outside crop suppliers during the stakeholders meeting on 12/12/2023.	
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Smallholders and outside FFB Suppliers are welcome to seek assistance for training relating to the pesticide handling. This is also being emphasized during the stakeholders meeting on 12/12/2023.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	This is being handled by FGV Trading Sdn Bhd and will be briefed in a meeting "Workshop on Sustainable and Traceable FGV FFB Supply Chain" by FGV Trading Sdn Bhd with the stakeholders mainly meeting the smallholders and the outside FFB Suppliers on 20/12/2023 at Jerangau Barat Palm Oil Mill meeting room for the entire region.	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 -	<p>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.</p> <p>The policy describes 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>Briefing of the policy was conducted as following:</p> <ul style="list-style-type: none"> • FGVPPISB Kerteh POM; Date: 21/11/2023 • FGVPM Semaring 01 Estate; Date: 19/07/2023 • FGVAS Kerteh Estate; Date: 29/05/2023 	Complied

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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>Only local workers hired, and no foreign workers hired to work in Kerteh POM while both Kerteh Estate and Semaring 01 Estate hired local and foreign workers from various countries includes Bangladesh, India and Indonesia. There are no recruitment fees has been imposed with latest recruitment for foreign workers. For details, refer indicator 6.6.1.</p> <p>Onsite interview with workers confirmed that they have no issue of discrimination.</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>During site visit to the mill and estates, it was observed that a job vacancy advertisement banner was displayed at the main entrance.</p> <p>Document review on sample of workers has been taken for recruitment and promotion for year 2022/2023, sighted management conduct the recruitment and promotion of workers as according to the guideline established.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>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 pregnant, they will be offered for light task to ensure it will not affect their pregnancy.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>	<p>Gender committee is in place in all operating units under the name of Kelab Keluarga Dayabudi (KKD). Meetings and activities conducted by the committee to raise awareness, identify and</p>	Complied

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	- Critical (Major) compliance -	address issues of concern, as well as opportunities and improvements for women with latest sample as following: - FGVPM Semaring Estate Taklimat Jawatankuasa Gender; Date: 26/9/2023 - Kerteh POM 2024 Vision: Empowering Workers and Strengthening Social Initiatives – Future planning for staff quarters upgrading	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The mill and both estates hired local female workers only since no foreign women employees recruited. Work agreement and pay documents were reviewed for a sample 80% of square root of total number of workers to ensure representative samples in each operating unit as following: - FGVASSB Kerteh Estate: 12 Total workers; 3 samples - FGVPMSB Semaring Estate: 103 Total workers; 9 samples - FGVPISB Kerteh POM: 90 Total workers; 8 samples Based on the sampled payslips, which consists of both genders, it was noted that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any form of discrimination. This was also evident through interview with workers.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	FGV Holdings Berhad under its subsidiary of FGVPISB and FGVPMSB has signed specific Collective agreements with individual mill and estate employees. For estate, the Collective Agreement (CA) available between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) with FGVPMSB Peninsular Workers Union (Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja	Complied

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		<p>FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung); CA period: 1st January 2022 to 31st December 2024; COG. # 298/2022; Registered date: 01 December 2022.</p> <p>For mill, the Collective Agreement (CA) available between FGVPISB and its employees as per 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.</p> <p>The management of both estates and mill conducted CA briefing session to employees from time to time during daily morning assembly as per sample latest on 10/8/2023 in Kerteh POM.</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 etc. 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 contract. The extension contract has outlined the terms and condition according to the Employment Act and Minimum Wage Order 2022.</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established employment contracts signed with the workers includes regular working hours, statutory deductions, duration of employment, wages payable, working hours, medical benefits including medical leave entitlement, annual leave entitlement, mutual termination of service, etc.</p> <p>Crosscheck between the employment contracts, payslip, checkroll book, punch cards and onsite interviews with workers themselves confirmed the implementation as per requirement and collective agreement.</p> <p>Based on samples for workers from various operations such as mill</p>	Complied

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		<p>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>There is no evidence of termination, and so compliance with reasons for dismissal and period of notice could not be verified during this audit.</p> <p>Salary deductions are made for statutory deductions such as SOCSO, EPF, and EIS.</p> <p>Non-statutory deductions are made for the following:</p> <ol style="list-style-type: none"> 1. New passports 2. Medical treatment cost over the policy limit 3. Khairat kematian. <p>All workers in the estate and POM are entitled for 15 day of public holiday and one day of rest day every week. For maternity leave, total 98 days has been allocated.</p> <p>FGV Group has issue 'Memo Arahan-Arahan Waktu Bekerja Pekerja Ladang 2023' on the amendment of Akta Kerja 1955 (Pindaan 2022) on the reducing number of hours of working hour from 48hours to 45 hours a week.</p>	
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>FGV Group provided adequate housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying house. Water and electricity are connected to the national supply and grid. Water and electricity usage are subsidized by the company and these conditions are stated in the collective agreement.</p> <p>Onsite interview with sampled workers from mill and estate informed they been provided with adequate housing quarters with recreational facilities available to all workers.</p>	Complied

		Both estates and the mill conducted weekly housing inspection by appointed PIC. The record is available and kept by both management with document title 'Rekod Pemantauan Perumahan Petugas/ Pekerja' as per sample for FGVAS Kerteh Estate: Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan) December 2023; Inspections date: 2/12/2023, 9/12/2023 & 16/12/2023.	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Kerteh POM and its supply base estates located inside the vicinity of FGV Settlers village and access to town is available by public transport. Onsite visit at Kerteh Complex observed the location have availability of groceries shops and restaurants which are easily and accessible to adequate, sufficient and affordable food.	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW 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). <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>	Prevailing wage paid to all workers are calculated as following: - FGV Proposal on Decent Living Wage (DLW) Basic Calculation $\{[(\text{Food Cost} + \text{Housing Cost} + \text{Other Cost}) \times 5\% \text{ contingency cost}] \div \text{mandatory salary}\} + \text{mandatory deduction} = \text{DLW}$ Ref.: - Food cost: Food expenditure by National Statistic Department - Housing cost: Workers' Minimum Standards of Housing and Amenities Act, 1990 - Salary deduction: Employment Act 1955 - In-kind benefits: Housing, Utilities, Education, Transportation to workplace, Health care (transportation costs + medical), Passport safety box, Childcare (TADIKA), Staff/workers welfare, Sports & recreations - Total cost of in-kind benefits: RM925.80 - Average monthly take home salary per worker: RM1850.00 - Total value of prevailing wage: RM2,775.80	Complied

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	<p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
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>	<p>Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.1.6 above. No casual, temporary and day labour employed by estates within Kerteh POM certification unit.</p>	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. The policy describes company is respects on employees' right to freedom of association and to collective bargaining.</p> <p>Complied</p>
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 as following:</p> <ul style="list-style-type: none"> - FGVPMSB Semaring 01 Estate: Minit Mesyuarat Perundingan Bersama Wakil Pekerja Ladang FGVP Ladang FGV Semaring 01; Date: 5/6/2023 - FGVPISB Kerteh POM: Kesatuan Pekerja FGV Palm Industries Sdn. Bhd. Cawangan Kilang Sawit Kerteh; Mesyuarat Ahli Jawatankuasa Cawangan Kilang Sawit Kerteh; Bil.: 02/2023; Date: 15/6/2023 <p>Complied</p>
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> <ul style="list-style-type: none"> - FGVPMSB Semaring 01 Estate: Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Minit Mesyuarat Jawatankuasa Kerja Bil. 86; Date: 21/3/2023; Venue: Ladzana Hotel Kuala Lumpur <p>Complied</p>
Criterion 6.4: Children are not employed or exploited.		

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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 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 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>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>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>	Complied

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		Onsite interview with sampled workers informed no young workers which are below than 18 years old been recruited.	
6.4.4	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. - Minor compliance -	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy. Sample promotional included briefing latest conducted as following: FGVAS Kerteh Estate; Date: 22/05/2023.	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy. 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. Communications made as per sample for Kerteh POM: WRO Briefing; Date: 17/11/2023; Venue: KKD Kerteh POM House Club	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy. 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.	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 Kerteh 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. 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 management voluntarily. There is agreement letter signed by worker and employer on the safekeeping passport at office. If the workers want to obtain the passport for own usage, they can anytime request for it.</p>	Complied

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		<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>	
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 guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All 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>In FGV PISB Kerteh POM Sighted SHC Organization Chart where composition comprised of Chairman (Shamsul Adly), Secretary 1 (Mohamad Afareez Afif), Secretary 2 (Mohd Farkhan), 9 Employees Representatives and 9 Employers Representatives. Appointment Letter of Mill Manager as Chairman of SHC dated 04/01/2022 by Regional Controller (Mohd Daud Muhamad). Meeting of SHC was</p>	Complied

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		<p>conducted regularly as Minutes of Meeting dated 02/12/2023, 05/09/2023, 07/06/2023, 09/03/2023.</p> <p>FGVPM Semaring 01 Estate has established SCH Organization Chart where Chairman is Raja Mohd Shahril (Estate Manager), Secretary is Mohamad Hishamuddin (Asst Manager), 4 Employers Representatives and 5 Employees Representatives. Sighted Appointment letter dated 03/11/2023 from Miswan Sarip (Regional Controller to Estate Manager as Appointment of Chairman of SHC. Other members appointment letter was available too appointed by Raja Mohd Shahril (Estate Manager). Meeting of SHC was regularly conducted as Minutes of Meeting dated 12/12/2023, 19/09/2023, 20/06/2023, 20/03/2023. Attendance list sampled for each meeting found adequate quorum attended the meeting and discussion on OSH issues that included accidents, safety and health inspections, legal compliance and etc.</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>One accident occurred on 23/11/2023 at 1.50pm involving Mohamad Sobri b. Mohd Nasir (Store Assistant) was investigated and reported by Mohd Jeffry Bakar (HSE Executive) Zon 1, Temerloh dated 04/12/2023. MC 18 days. 3 stiches on middle finger</p> <p>First Aider training records with Medic Xcel Training (First Aid, CPR, AED Training) valid from 20/10/2021-20/20/2024. Attended by Rosman Mohamad, Bibi Roihan Abdull Rahman valid from 14/11/2023-14/11/2026, Academy of Safety and Emergency Care on 09/10/2022 attended by Mohd Shafiq Zamri, Nor Fatin Nabilah on 07-08/03/2022, Wan Mohd Shopian on 09-10/03/2023, Roslan Hussain on 09/10/03/2022.</p> <p><u>FGVPM Semaring 01 Estate</u></p> <p>Available a location of 1st Aid Boxes (total 16). Name of 6 trained 1st Aider such as Field Supervisor, Mondores, Key Puncher, General Clerks, HEP. Inspection checklist was last conducted on 28/11/2023,</p>	Complied

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		26/10/23, 27/09/2023, 30/08/2023. First aider briefing was conducted on 21/11/2023 by Mohamad Afrizal (First Aider) and attended by 14 drivers, mandores, General Clerk, RSPO and other staff.	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Kerteh POM has maintained a record of PPE issuance to workers as sighted in PPE Record Book 2023. Available list of workers (currently stated as 95) and found distributed to:</p> <p>Shamsul Adly Samsuddin (1201757) Mill Manager: Ear Plug (04/01, 06/03, 10/06. 04/09), Safety Boot (10/04, 28/11)</p> <p>Mahmod Ismail (1205679) Operation Supervisor: Ear Plug (06/01, 20/04, 24/10), Safety Boots (20/04, 24/10), Leather Glove (02/11)</p> <p>Norhidayu Mat Hanafiah (1212727) FFB Sorter: Cotton Glove: 11/01. 04/02, 03/05, 12/06, 20/07, 15/08, 09/09), Safety Boots (03/05, 28/10)</p> <p>Mohd Shafiq Ibrahim (1210509) General Worker: Long Gloves (06/01, 28/04, 07/08), Cotton Gloves (08/03), Ear Plug (15/09), Leather Gloves (01/11), Safety Boots (20/11).</p> <p>Available a PPE Matrix updated 14/05/2022 among others:</p> <p>General Workers: Safety Helmet, Safety Shoes, EAR Plug (Refer NRA)</p> <p>Lab: Nitrile Gloves, Safety Goggle, Lab Coat, Lab Shoes, Mask (Refer CHRA).</p> <p>Sorter: Cotton Gloves, Safety helmet, Topi Mengkuang, Safety Shoes.</p> <p>Engine Room, Workshop, Store: Leather Gloves, Safety Helmet, Safety Shoes, Ear Plug (Refer NRA)</p> <p>Sighted Driver of BobCat not wearing earplugs while operating in Sterilizer Station and NRA conducted on 26/06/2023 found NEL level at 87.08 dB(A) stated source from Prime Mover Engine (Bobcat).</p>	Non-compliance

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		<p>PPE Required under regulation 7 for Sterilizer Station: NRR 14 dB(A). Further sampling found:</p> <p>Noise Risk Assessment conducted by Occumed Consultancy & Services Sdn Bhd dated on 26/06/2023 has recorded the Noise Exposure Limit (NPL) at the Sterilizer Station was 87.08 dB(A) and stated source from Prime Mover Engine (Bobcat). PPE Required under Regulation 7 for Sterilizer Station: NRR 14 dB(A). Appendix C (Noise Mapping) for Sterilizer Station clearly stated the station under Red Zone (>85 dB(A) to 115 dB(A) and the operator should wear Personal Hearing Protector (PHP) as type of mill control measure. PPE Matrix updated 14/05/2022 stated that for Ear Plug or Personal Hearing Protector requirement refer to NRA.</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 FGVPIB POM sighted a monthly contribution made to SOCSO for injury and sickness coverage among workers as sampled Form 8A below:</p> <p>November 2023: 112 workers, RM 8,550.30 July 2023: 114 workers, RM 7,773.40 February 2023: 116 workers, RM 7,729.20</p> <p>FGVPM Semaring 01 Estate has made monthly contribution paid to SOCSO as sampled for month of:</p> <p>July 2023: 100 workers, RM 2,169.10 February 2023: 89 workers, RM 1,892.70</p> <p>In FGVAS Kerteh the monthly contribution to SOCSO made by HQ as record below:</p> <p>February 2023: 10 workers, RM 219.80 July 2023: 10 workers, RM 219.80 November 2023: 10 workers, RM 219.80</p>	Complied

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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	For statistic of accident in year 2022, reported to DOSH using JKPP 8 dated 25/01/2023. No Loss time accident reported as no accident occurred in 2022. In FGVAS Kerteh Estate, accident statistic for year 2022 was reported to DOSH using JKPP 8 on 09/01/2023. No Lost Time Accident reported.	Complied
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	FGVAS Kerteh and FGVPM Semaring 01 Estates continued to monitor the Implementation of Integrated Pest Management (IPM) plans. a) The estate had in place documented the IPM plan which covered monitoring of pest, control of pest population levels at below threshold levels by using cultural, biological, physical/mechanical and use of pesticides. The plan was guided by SOP ref FGVPM/L3/GPK-012 dated 01/02/2020. b) In order to minimize use of insecticides on leaf-eating pest, the estates planted beneficial plants such as <i>Turnera subulata</i> , <i>Cassia cobanensis</i> , <i>Antigonon leptopus</i> , along the roadsides and designated points in the fields c) The plan also advocated single layer EFB mulching in order to prevent the breeding of rhinoceros beetles. Monthly detection and observation of leaf eating pests, mammalian pests and diseases had been continued. These monthly detection and observations were carried by staff. d) The estates carried census on rat damage and diseases like Ganoderma. Rat baiting was by calendar baiting at 2 campaigns per year where recommended by the PC /Agronomist. Baiting are continued until bait acceptance threshold level	Complied

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7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	This is not practiced in the estate visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM.	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 land preparation in the estates by burning as FGV practiced zero burning as per the commitment described in: a) Sustainability Policy dated 17/11/2020 approved by Board of Directors. b) Manual Ladang Sawit LESTARI reviewed on 1/6/12 c) Sawit matang edisi II seksyen 4 "Menebang dan Mencincang Batang Sawit. Refer doc. No MLSL (Ed.3) – Sec.2 (6.0) dated 01/09/2017 FGVAS Kerteh and FGVP M Semaring 01 Estates complied on the policy of no open burning. As advocated, the estates practiced zero burning. No fire was used for waste disposal.	Complied														
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																	
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	<div>In estate, a justification for all pesticide used and applied available under Manual Lestari 1A (MLSL (Ed.3). Sec.4(2.0), Revised 01/09/2017 at page 10 of 11. In this, justification all chemical such as Pesticide, Herbicide and Fungicides are available for each chemical in Attachment 1 among others:</div> <table><tr><th>Category</th><th>Type of Weed</th><th>Pesticides</th><th>Ratio Use (Unit/Ha)</th><th>Mixing Ratio (g @ml)</th></tr><tr><td rowspan="2">Grass (Rumput)</td><td>Imperata cylindrica (Lalang)</td><td>Glyphosate</td><td>6L</td><td>240 ml</td></tr><tr><td>Ischeamum muticum</td><td>Glyphosate</td><td>4L</td><td>160 ml</td></tr></table>	Category	Type of Weed	Pesticides	Ratio Use (Unit/Ha)	Mixing Ratio (g @ml)	Grass (Rumput)	Imperata cylindrica (Lalang)	Glyphosate	6L	240 ml	Ischeamum muticum	Glyphosate	4L	160 ml	OFI
Category	Type of Weed	Pesticides	Ratio Use (Unit/Ha)	Mixing Ratio (g @ml)													
Grass (Rumput)	Imperata cylindrica (Lalang)	Glyphosate	6L	240 ml													
	Ischeamum muticum	Glyphosate	4L	160 ml													

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			(Rumput tembaga)	Glufosinate ammonium (Basta)	2-2.25 L	80-90 ml	
			Pennisetum polystachyon (Ekor kuda)	Glyphosate	1.5L	60 ml	
		Woody Broadleaf Grass (Rumput Daun Lebar Berkayu)	Clidemis hirta (Senduduk bulu)	Metsulfron-methy (Ally) + surfactant	150 g + 1L	6 g +40 ml	
				Triclopyr (Garlon)	1L	40 ml	
			Melastoma malabathricum (Senduduk)	Metsulfron-methy (Ally) + surfactant	150 g + 1L	6 g +40 ml	
				Triclopyr (Garlon)	1L	40 ml	
			Lantana camara (Bunga tahi ayam)	Metsulfron-methyl (Ally) + surfactant	150 g + 1L	6 g + 40 ml	
				Glyphosate	3 L	120 ml	
			Tetracera indicaca (Mempelas)	Triclopyr (Garlon) + Paraquat	1L+1.5L	40 ml + 60 ml	
		Fern/Common (Pakis/Resam)	Dicranopteris linearis (Resam gajah)	Metsulfuron-methyl (Ally)	75g	3 g	
		Yam (Keladi)	Schimfmatoglotis sp (Keladi liar)	Glufosinate ammonium (Basta)	3.3L	132 ml	

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				2,4 D Amine + surfactant	1-1.5L +500 ml	40-60 ml + 20 ml	
		The draft revision of existing Manual Lestari 1A (MLSL (Ed.3). Sec.4(2.0), Revised 01/09/2017 (page 10 of 11) that accessible to all estate as justification for all pesticide used to be approved soon and available consistent with the requirement of banning requirements of certain pesticides in Malaysia.					
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 -	Sighted and maintained a Pesticides used with active ingredient and LD50 area treated, amount of active ingredients applied per ha and number of applications for year 2018-2023 as comparison.					Complied
		Pesticides	a.i	% a.i	Area (Ha)	Qty Used	A.i/Ha
		Butik Super	Chloropacinone	0.05	981.05	0.02 box	0.000
		BM Tricalon 250	Metsulfuron Methyl	20	981.05	6.80 Kg	0.0069
		Kenlon	Tricoplyr butotyl	32.1	981.05	62.92 Lt	0.0641
		Weed Solution	Agro Chemical Reeductant	20	981.05	76.00 Lt	0.0000
		Ken-Glyphosate	Glyphosate Isopropylamine	41	981.05	155.80 Lt	0.1588
		Monster	Glyphosate dimenthylammonium	52	981.05	197.60 Lt	0.0069
		Kenlon	Tricoplyr butotyl	32.1	981.05	121.98 Lt	0.1243
		FGVAS Kerteh Estate					
		Pesticides	a.i	% a.i	Area (Ha)	Qty Used	A.i/Ha

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		<table><tr><td>Garlon Mix</td><td>Tricoplyr 2 butoxyethyl ester</td><td>29.8</td><td>151.41</td><td>72 Lt</td><td>0.3188</td></tr><tr><td>Kenlon</td><td>Tricoplyr butotyl</td><td>32.1</td><td>151.41</td><td>140 Lt</td><td>0.6678</td></tr><tr><td>Ken-Glyphosate</td><td>Glyphosate Isopropylamine</td><td>41</td><td>100.94</td><td>50 Lt</td><td>0.2031</td></tr><tr><td>Butik Super</td><td>Chloropacinone</td><td>0.05</td><td>301</td><td>45 Box</td><td>0.0001</td></tr></table>	Garlon Mix	Tricoplyr 2 butoxyethyl ester	29.8	151.41	72 Lt	0.3188	Kenlon	Tricoplyr butotyl	32.1	151.41	140 Lt	0.6678	Ken-Glyphosate	Glyphosate Isopropylamine	41	100.94	50 Lt	0.2031	Butik Super	Chloropacinone	0.05	301	45 Box	0.0001	
Garlon Mix	Tricoplyr 2 butoxyethyl ester	29.8	151.41	72 Lt	0.3188																						
Kenlon	Tricoplyr butotyl	32.1	151.41	140 Lt	0.6678																						
Ken-Glyphosate	Glyphosate Isopropylamine	41	100.94	50 Lt	0.2031																						
Butik Super	Chloropacinone	0.05	301	45 Box	0.0001																						
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>FGVPM Semaring 01 Estate has established IPM plan as part of elimination and reduce as possible use of pesticide. Objective:</p> <ul style="list-style-type: none">• Control population of pest below 5% attack on crops.• Plan action and integrated control measures.• Conduct census to identify target to improve effectiveness• Provide training on right method to control pest. <p>Among Activities in IPM plan included:</p> <ul style="list-style-type: none">• Rat census (Mac, Jun, Sep, Dec)• Ban owl census (Mac, Jul, Dec)• Rat Baiting and training (Mac, Jun, Sep, Dec)• Additional Ban Owl Box erected (Feb)• Beneficial plant (tunerra, cassia, antigonan) (Nov) <p><u>FGVAS Kerteh Estate</u></p> <ul style="list-style-type: none">• Sighted similar objectives as mentioned above in the IPM Plan. While the integrated plan covering:• Rats attack: Rat Baiting and Ban Owl census (March, June)• Leave eating insects (UPD): Biological control plant (tunerra, cassia, antigonan) (Jan)	Complied																								
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates	Complied																								

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	- Minor compliance -	visited. Sampled in Chemicals Store also found no keeping of such pesticides.	
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"> h) Judgment of the threat and verify why this is a major threat i) Why there is no other alternative which can be used j) Which process was applied to verify why there is no other less hazardous alternative k) What is the process to limit the negative impacts of the application l) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated. In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead.</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>A regular briefing was conducted among sprayer and chemical handlers in FGVPM Semaring 01 Estate. On 14/12/2023 in Meeting Room, Briefing on Chemical Handling was conducted and attended by 19 Sprayers and Chemical Handlers. Briefing was conducted by SHO of Terengganu Region (Mohd Hafiqi b. Saidi). There was no spraying activity conducted during audit due to raining season in East Coast of Malaysia. Sighted in the Washing and Bathing Room, a PPE such as aprons, cartridge face masks, nitrile gloves hanged after washed during previous spraying activity.</p> <p>FGVAS Kerteh Estate has conducted Chemical Management and Triple Rinse Training on 06/07/2023 attended by 10 Sprayers and Chemicals Handler. Another training on Spraying was conducted on</p>	Complied

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		25/05/2023 and attended by 10 Sprayers. Rat Baiting training was conducted on 01/02/2023 and attended by 10 Sprayers.	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Semaring Estate and FGVAS Kerteh Estate, found ensured that Chemicals Store having all best practices requirements included under USECHH 2000. Signage and pictograms posted at entrance. SDS revised accordingly. Containment for storage provided Emergency spill kit such as sand in a buckets. Emergency shower and eye wash provided for emergency purpose. Established and documented SOP for Chemicals Handling (FGVPM/L3/GPK-006) Rev.00 dated 01/02/2020. Under Para 6.4 explained the process of storage of pesticides and chemicals</p> <p>To further improve storage and premix area with proper fencing and lock as, location is adjacent to staff housing and potential exposure to children living nearby storage and premix area.</p>	OFI
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>As in the briefing above mentioned, in the module the triple rinse of empty chemicals containers were explained. The purpose of triple rinse was to reduce generation of hazardous waste, reduce environmental pollution, acceptable for recycling. The 1st Step of rinse, 2nd steps and third steps were clearly mentioned.</p> <p>FGVAS Kerteh Estate has conducted Chemical Management and Triple Rinse Training on 06/07/2023 attended by 10 Sprayers and Chemicals Handler. Chemical container, triple rinsed used back for premix container use by sprayer and marked clearly.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spraying for pesticide were done in all the estates. This was verified in FGVPM Semaring 02 Estate and FGVAS Kerteh Estate during site visit and interview conducted.	Complied

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7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>A Letter from Klinik Syed Badaruddin (Terengganu) Sdn Bhd mentioned completion of Medical Surveillance programme on 30 workers as below:</p> <ul style="list-style-type: none"> • 21/09/2023-9 workers • 25/09/2023-7 workers • 02/10/2023-9 workers • 05/10/2023-9 workers • The report and result of examination signed by Dr. Syed Badaruddin Syed Ali (HQ/08/DOC/00/7). Result was communicated to all 30 workers as List of information of Results to them as required. <p>Medical Surveillance was conducted by Klinik Syed Badaruddin (Terengganu) Sdn. Bhd. 4 workers were sent and conducted and examined by OHD Dr. Yasriza Yahaya (HQ/08/DOC/00/18) and all fit to work.</p>	Complied
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>The work with pesticides was all undertaken by male workers at all the sampled estates (FGVPM Semaring 01 and FGVAS Kerteh-No ladies workers hired). There was no evidence that persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions were undertaking work with pesticides</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>Kerteh Palm Oil Mill and the 2 estates had identified all wastes and sources of pollution. The Waste Management Action Plan 2023 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;</p> <p>a) Air - Sources from boiler stack (smoke and particulate), vehicle</p>	Non-compliance

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		<p>& generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG</p> <p>b) Water - Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</p> <p>c) Land - Scheduled waste, domestic waste and industrial/process waste.</p> <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2023 reviewed annually. The waste generated from the mill/estates operations as shown below:</p> <p>a) Scheduled waste - Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</p> <p>b) Domestic waste - rubbish from the mill/estate complex and employees' quarters</p> <p>c) Industrial waste - Fiber, palm kernel shell, boiler ash, scrap iron</p> <p>d) Sewage - Sewage from housing/office complex</p> <p>The mill waste produced from the processing operations as listed below;</p> <p>a) POME - Application at designated field specified by Agronomist.</p> <p>b) EFB - Application at designated field specified by Agronomist.</p> <p>c) Fibre/Shell - Utilization as fuel in the boiler.</p> <p>d) Surplus fibre used in compost production & shell sold externally</p> <p>e) Boiler Ash - Placed in area far from water source to prevent water pollution.</p> <p>During a site visit to the Kerteh Office / Complex noted a progressive construction work being made for 2 units of houses for the employees. The construction waste was not identified. There was no management plan available with no proper barricade constructed and details on how the disposal shall be made.</p> <p>As such an NCR AB 01 of 2023 is raised.</p>	
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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>FGV Kerteh POM and both the estates in the CU had established SOP for chemical handling. The SOP of handling of chemicals/waste is available in the following document/guidance.</p> <p>a) Manual Ladang Sawit Lestari</p> <ul style="list-style-type: none">- Prosedur Kerja Selamat <p>b) Manual Sustainability</p> <ul style="list-style-type: none">- Prosedur Kerja Selamat- Prosedur Membancuh Racun di PREMIX- Pengendalian Bahan Kimia <p>The Waste Management Plan 2023 has been established prepared by SCCD and verified by the Assistant Engineer/Assistants/Managers. Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner. Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal.</p> <p>Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal.</p> <p>The CU scheduled waste is disposed to Pentas Flora (Kelantan) for the mill. The estates disposed to the PPPTR Jerantut and Sime Darby Industrial Sdn Bhd for Kerteh and Semaring Estates respectively registered with DOE. Delivery are also made to via FGV Chador Estate for accumulation prior to onwards despatched to Kualiti Alam Sdn Bhd for Semaring 01 Estate.</p> <table><tr><td>Mill</td><td>Date</td><td>SW 305</td><td>SW 322</td><td>SW410</td><td>SW409</td><td>SW306</td></tr><tr><td>KPOM</td><td>06/12/23</td><td>1.2000</td><td>0.0538</td><td>0.2613</td><td>0.0830</td><td>0.0700</td></tr></table>	Mill	Date	SW 305	SW 322	SW410	SW409	SW306	KPOM	06/12/23	1.2000	0.0538	0.2613	0.0830	0.0700	Complied
Mill	Date	SW 305	SW 322	SW410	SW409	SW306											
KPOM	06/12/23	1.2000	0.0538	0.2613	0.0830	0.0700											

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KPOM	14/06/23	0.2440	0.0080	0.1280	0.0840	-
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Estate	Date	SW 305	SW 109	SW410	SW409	SW201
SE01	14/12/23	-	-	-	0.0280	-
SE01	01/11/23	-	-	-	0.2470	-
SE01	08/10/23	0.0180	-	0.0040	0.0040	
SE01	01/10/23	-	-	-	-	1.5400
SE01	09/09/23	0.0300	-	0.0170	0.0280	-
SE01	27/08/23	0.0180	-	0.0060	0.0040	-
SE01	12/07/23	-	-	-	0.2490	-
SE01	02/04/23	-	0.0001	-	0.6870	-

	Date	SW 305	SW 322	SW410	SW409	SW306
Kerteh	22/11/23	-	-	0.1540	0.1500	-
Kerteh	05/09/23	0.004	-	-	-	-
Kerteh	15/05/23	-	-	0.0105	0.0300	-

Domestic waste for the operating units was disposed as follows.
Collection at frequency of 2-3x a week

- a) Semaring 01 Estate - internal landfill PM11C/Blk 4
- b) Kerteh Estate - internal landfill PM05/Blk 1.
- c) Kerteh POM to landfill of Majlis Perbandaran Kemaman located in Setiu Terengganu.

Majlis Perbandaran Kemaman bill dated 13/11/2023 and 07/11/2023 paid by the KPOM was sighted and verified. Both landfill

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		site PM11C/Blk 4 and PM05/Blk 1 were visited and equipped with signboard and properly demarcated. The areas are sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estates map.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>FGV practices of "Zero open burning". This commitment is described in the Group Sustainability Policy dated 17/11/2020. The compliance are also included in the following guidelines;</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedur Kerja Selamat b) Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Penyediaan tanah tanam semula <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. No fire was used for waste disposal.</p>	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 -	<p>The CU continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP.</p> <ul style="list-style-type: none"> a) FGV Agriculture Manual 1998 - Revised in 01/09/2017 <ul style="list-style-type: none"> - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia b) Pictorial Safety Standards and Security Guidelines (PSS). 	Complied

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		<p>Kerteh Palm Oil Mill processing system is documented in the following documents;</p> <ul style="list-style-type: none"> a) Manual Operasi Kilang Sawit introduced on 02/01/2001 revised on 23/10/2017 b) Prosedur Kerja Selamat c) Manual Alam Sekitar EMS d) Laboratory Process Control Manual <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, despatches etc.</p> <ul style="list-style-type: none"> a) The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training. b) The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. c) The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security. d) Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment. 	
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.	The Internal Agronomist from FGV Agriculture Services Sdn Bhd visited the estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.	Complied

	<p>- Minor compliance -</p>	<p>a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</p> <p>b) 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.</p> <p>c) For the estate Agronomic assessment and fertilizer recommendation was conducted to formulate the FY2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been carried out in all estates.</p> <p>d) Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen.</p> <p>e) Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a year cycle basis on different blocks with the recent carried out as follows:</p> <table><tr><th></th><th></th><th colspan="2">Soil Analysis</th><th colspan="2">Foliar Analysis</th></tr><tr><th></th><th>Estate</th><th>Report Date</th><th>Report No</th><th>Report Date</th><th>Report No</th></tr><tr><td>1</td><td>Kerteh</td><td>FRS2024001</td><td>19/01/2023</td><td>01/06/23</td><td>FRF2023240</td></tr><tr><td>2</td><td>SE 01</td><td>15/02/2022</td><td>FRF202371</td><td>15/02/2022</td><td>FRF202371</td></tr></table> <p>All foliar and soil sampling & analysis was conducted by FGV PPPTR Laboratory.</p>			Soil Analysis		Foliar Analysis			Estate	Report Date	Report No	Report Date	Report No	1	Kerteh	FRS2024001	19/01/2023	01/06/23	FRF2023240	2	SE 01	15/02/2022	FRF202371	15/02/2022	FRF202371	
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2	SE 01	15/02/2022	FRF202371	15/02/2022	FRF202371																						

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7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The following practices are applied in the estates in relation to the nutrient recycling strategy;</p> <p>a) EFB application is minimal as the mill has facility of incinerator. Distance factor also attributed to the non-application of EFB in Semaring 01 Estate.</p> <p>b) Kerteh Estate allocated 28 ha for EFB application at rate of 30mt/ha to date 31/10/2023 a total of 290.98 mt being applied.</p> <p>c) Cut frond are stacked in between the palm's rows left to discompose.</p>	Complied																												
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p> <p>a) Records of programs and applications of fertilizers were reviewed by the auditors.</p> <p>b) Review of the records revealed that the actual fertilizers applied in 2022/23 was in line with the program.</p> <p>c) the following fertilizers were applied in the estates on recommendation by the Agronomist FGV AS among others;</p> <table border="1"> <thead> <tr> <th></th><th>Fertilizer</th><th>Kg/palm</th><th>Application month</th></tr> </thead> <tbody> <tr> <td>1</td><td>FOF</td><td>2.50</td><td>Mac/July</td></tr> <tr> <td>2</td><td>FELDA 12</td><td>2.00</td><td>Mac/June/Sept</td></tr> <tr> <td>3</td><td>NPK Mix</td><td>3.50-7.00</td><td>Sept/Oct</td></tr> <tr> <td>4</td><td>FELDA 3</td><td>3.50</td><td>April/July</td></tr> <tr> <td>5</td><td>PMG Mixture</td><td>2.75</td><td>Jan/Feb/July</td></tr> <tr> <td>6</td><td>NK 27</td><td>2.00-3.00</td><td>Feb/June/Aug</td></tr> </tbody> </table>		Fertilizer	Kg/palm	Application month	1	FOF	2.50	Mac/July	2	FELDA 12	2.00	Mac/June/Sept	3	NPK Mix	3.50-7.00	Sept/Oct	4	FELDA 3	3.50	April/July	5	PMG Mixture	2.75	Jan/Feb/July	6	NK 27	2.00-3.00	Feb/June/Aug	Complied
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		The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section MLSL Section 5.0: Manuring.																																					
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 -	Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no problematic soils (e.g. podzols and acid sulphate soils) in the estates. The soil map is prepared by Unit Komputer (GPS/GIS) from FGV Agricultural Services Sdn Bhd. <table border="1"> <thead> <tr> <th></th><th>Soil type</th><th>Semaring %</th><th>Kerteh %</th></tr> </thead> <tbody> <tr> <td>1</td><td>Beserah</td><td>1.58</td><td>-</td></tr> <tr> <td>2</td><td>Renggam</td><td>4.70</td><td>-</td></tr> <tr> <td>3</td><td>Bungor</td><td>48.00</td><td>90.70</td></tr> <tr> <td>4</td><td>Collavium</td><td>10.60</td><td>-</td></tr> <tr> <td>5</td><td>K Brang</td><td>34.92</td><td>-</td></tr> <tr> <td>6</td><td>Marang</td><td>0.20</td><td>-</td></tr> <tr> <td>7</td><td>Medang</td><td>-</td><td>9.30</td></tr> <tr> <td>8</td><td>Total</td><td>100.00</td><td>100.00</td></tr> </tbody> </table>		Soil type	Semaring %	Kerteh %	1	Beserah	1.58	-	2	Renggam	4.70	-	3	Bungor	48.00	90.70	4	Collavium	10.60	-	5	K Brang	34.92	-	6	Marang	0.20	-	7	Medang	-	9.30	8	Total	100.00	100.00	Complied
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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 -	Like all other FGV Estates, the 2 Estates visited continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes was guided in the Group Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Ketua	Complied																																				

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		<p>Pegawai Eksekutif Kumpulan dated 17/11/2020. The content of the Policy among others includes the following;</p> <p>a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. d) To avoid pollution / To adopt policy to others.</p> <p>Other guidelines were also shown in the following documents among others;</p> <p>a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.</p> <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>mucuna bracteata</i> had been planted along crucial slopes by management. Large areas with <i>neprolepis biserrata</i> in the inter rows were sighted during the visit. The slope maps were provided by the FELDA Agricultural Services Sdn Bhd) with details as follows:</p> <table><tr><td></td><td>Topography</td><td>Semaring %</td><td></td><td>Topography</td><td>Kerteh %</td></tr><tr><td>1</td><td>< 4</td><td>6</td><td>1</td><td>0-6</td><td>31.39</td></tr></table>		Topography	Semaring %		Topography	Kerteh %	1	< 4	6	1	0-6	31.39	
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		<table><tr><td>2</td><td>5-12</td><td>10</td><td>2</td><td>7-13</td><td>46.15</td></tr><tr><td>3</td><td>>12</td><td>84</td><td>3</td><td>14-24</td><td>22.44</td></tr><tr><td>4</td><td>20-25</td><td>0</td><td>4</td><td>>25</td><td>0.02</td></tr><tr><td>5</td><td>Total</td><td>100</td><td>5</td><td>Total</td><td>100</td></tr></table>	2	5-12	10	2	7-13	46.15	3	>12	84	3	14-24	22.44	4	20-25	0	4	>25	0.02	5	Total	100	5	Total	100	
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5	Total	100	5	Total	100																						
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	This compliance being addressed in the Group Sustainable Policy - "Slope and River Protection" signed by the Ketua Pegawai Eksekutif Kumpulan dated 17/11/2020 stating the following among others; "Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".	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 map is also available which are both used to manage the drainage and road works in the estate. The estates had no new planting for the current year and also 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 had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied																								
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Soil surveys are made and available in a soil map at both the estates. Topographic contour map is also available which are both	Complied																								

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	- Minor compliance -	used to manage the drainage and road works in the estate. Details as per 7.5.1 and 7.5.2.	
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 -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Not Applicable
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.	Not Applicable
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Costal and Peat lands) issued on 01.07.2011. Details are described in 7.8.1. individual estates and mill had their respective water management plan mainly to monitor among others the following; a) Bulk of the supply in view of the location are from SATU for both mill and estates. b) Monitor the quality of main water inlet/outlet for pollutants from estate's operations. c) Contingency during water shortage. d) Monitor the usage of fresh water on monthly basis	Complied

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		<p>e) Reuse/recycle waste water.</p> <p>There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.</p>	
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>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.</p>	Not Applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.</p>	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in both the estates.</p>	Not Applicable

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	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	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>k) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>l) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The Water Management Plan 2023 has been established with the recent review made on respectively by the units. Among others the plan therein emphasized the following;</p> <ul style="list-style-type: none"> a) Rainwater harvesting for cleaning purposes, b) Water from the reservoir/catchment for the mill operations c) continual training for workers on water efficiency consumption, d) Workers have adequate to clean water. The same water source supplied to the mill and estates are from the same source of supply SATU. e) desilting of water reservoir to retain the reservoir optimal capacity especially for the mill water catchment. f) The action plan in event of draught/water pollution. <p>The estates possessed the following water management plan having the following initiatives.</p> <table border="1"> <thead> <tr> <th>Source</th><th>Activity</th><th>Threat</th><th>Action Plan</th></tr> </thead> <tbody> <tr> <td>Reservoir / pond/ Rain/ SATU</td><td>Chemical mixing</td><td>Pollution Draught Wastage</td><td>Enforcement of buffer Region as non-spraying activities.</td></tr> <tr> <td></td><td>General Upkeep</td><td>Pollution Draught</td><td>Follow WI & SOP to avoid water pollution.</td></tr> </tbody> </table>	Source	Activity	Threat	Action Plan	Reservoir / pond/ Rain/ SATU	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer Region as non-spraying activities.		General Upkeep	Pollution Draught	Follow WI & SOP to avoid water pollution.	Complied
Source	Activity	Threat	Action Plan												
Reservoir / pond/ Rain/ SATU	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer Region as non-spraying activities.												
	General Upkeep	Pollution Draught	Follow WI & SOP to avoid water pollution.												

			Wastage	Follow SW SOP to avoid pollution caused from SW.
		Line site	Pollution Draught Wastage	Every house is supplied with containers. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.
		Drain upkeep	Interruption water flow at drainage system.	Periodic desilting Building of sandbags at specific points to contain water (weirs)
			Water pollution	Prohibit workers from activities at water source Drinking water analysis. Monitor condition of septic tank Adhere SW management procedure.

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		<p>Water Management Plan review date was sighted and verified with records as follows;</p> <ul style="list-style-type: none"> a) Kerteh Estate - 10/03/2023 b) Semaring 01 Estate - 11/12/2023 c) Kerteh Palm Oil Mill - 06/01/2023 <p>The Mill Identification & Management of Waste Water 2023 among others as summarized below;</p> <table> <tr> <th>location</th><th>Waste produced water</th><th>Treatment/containment</th><th>Reuse/recycle/disposal</th></tr> <tr> <td>Processing stations</td><td>Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water</td><td>Oil recovery/ETP</td><td>Recover into system</td></tr> <tr> <td>Boiler</td><td>Blow down, cleaning water</td><td>Sludge pit, ETP</td><td>Monsoon drain</td></tr> <tr> <td>Process ramp</td><td>Rainfall runoff</td><td>Sedimentation trap</td><td>Monsoon drain</td></tr> <tr> <td>Engine room</td><td>Steam condensate, turbine cooling water</td><td>Monsoon drain, recycled tank</td><td>Monsoon drain</td></tr> <tr> <td>Lab</td><td>Cleaning water</td><td>Process drains</td><td>Monsoon drain</td></tr> </table>	location	Waste produced water	Treatment/containment	Reuse/recycle/disposal	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ETP	Recover into system	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain	Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain	Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain	Lab	Cleaning water	Process drains	Monsoon drain	
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		<table><tr><td>Wash room</td><td>Toilet water, cleaning water</td><td>Septic tank</td><td>Collected by licensed contractor.</td></tr></table>	Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.															
Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.																		
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the riverbanks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual Section 1A/L2 revised dated 01/06/2016. The buffer zones established are as follows:</p> <table><tr><td></td><td>River width</td><td>Buffer zone</td></tr><tr><td>1</td><td>>0 meters</td><td>50 meters</td></tr><tr><td>2</td><td>20 - 40 meters</td><td>40 meters</td></tr><tr><td>3</td><td>10 - 20 meters</td><td>20 meters</td></tr><tr><td>4</td><td>5 - 10 meters</td><td>10 meters</td></tr><tr><td>5</td><td>< 5 meters</td><td>5 meters</td></tr></table> <p>Buffer zones were protected. Semaring 01 Estate had buffer zones at Sg Balu and Sg Semaring located at PM12E and PM11 respectively.</p> <p>Management Plans were discussed during the quarterly EPMC meeting and also in the ESH meeting under agenda "Laporan Kejadian Pencemaran Alam Sekitar". FGV reviewed the environmental performances during the EPMC Environmental</p>		River width	Buffer zone	1	>0 meters	50 meters	2	20 - 40 meters	40 meters	3	10 - 20 meters	20 meters	4	5 - 10 meters	10 meters	5	< 5 meters	5 meters	Complied
	River width	Buffer zone																			
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		<p>Performance Monitoring Committee among others discussing the following;</p> <p>a) Effluent treatment and performance b) Scheduled wastes and others waste management c) Clean air monitoring d) Environmental Programs.</p> <p>Semaring 01 Estate made a quarterly water sampling at 2 rivers Sg Balu (classified as Class II) and Sg Semaring (classified as Class II) in i.e., hulu & hilir. Results for the samples taken on 11/10/2023 as shown below. The analysis concludes that the operational activities do not pollute the river and does not have any significance difference in the water quality status.</p> <p>The mill made a monthly water analysis for the adjacent Sg Rasau on the respective dates with records shown below. No major issues were noted/recorded.</p> <table><tr><td></td><td colspan="2">Kerteh Palm Oil Mill</td><td colspan="2">29/11/2023</td><td colspan="2">18/10/2023</td></tr><tr><td></td><td>Parameter</td><td>unit</td><td>Hulu</td><td>Hilir</td><td>Hulu</td><td>Hilir</td></tr><tr><td>1</td><td>PH</td><td>-</td><td>7.92</td><td>7.69</td><td>7.92</td><td>7.95</td></tr><tr><td>2</td><td>BOD</td><td>mg/L</td><td>17</td><td>14</td><td>5</td><td>38</td></tr><tr><td>3</td><td>COD</td><td>mg/L</td><td>135</td><td>63</td><td>32</td><td>194</td></tr><tr><td>4</td><td>S Solid</td><td>mg/L</td><td>11</td><td>37</td><td>8</td><td>266</td></tr><tr><td>5</td><td>T Solids</td><td>mg/L</td><td>12</td><td>15</td><td>52</td><td>3026</td></tr><tr><td>6</td><td>Oil & Grease</td><td>mg/L</td><td>3</td><td>4</td><td>2</td><td>3</td></tr><tr><td>7</td><td>A Nitrogen</td><td>mg/L</td><td>2</td><td>2</td><td>1</td><td>69</td></tr></table>		Kerteh Palm Oil Mill		29/11/2023		18/10/2023			Parameter	unit	Hulu	Hilir	Hulu	Hilir	1	PH	-	7.92	7.69	7.92	7.95	2	BOD	mg/L	17	14	5	38	3	COD	mg/L	135	63	32	194	4	S Solid	mg/L	11	37	8	266	5	T Solids	mg/L	12	15	52	3026	6	Oil & Grease	mg/L	3	4	2	3	7	A Nitrogen	mg/L	2	2	1	69	
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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 effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements. a) No over flow was observed, and flow meter reading was recorded daily. The mill monitoring the effluent and submits to DOE through 'Borang Penyata Suku Tahunan'. b) Kerteh Mill DOE license was for water discharge requirement of which is BOD less than 100 mg/l. c) The results from final discharge were in compliance and within the permissible limits.	Complied																																																																						

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		<table><tr><td>Sample date</td><td>Std</td><td>03/7/23</td><td>07/8/23</td><td>04/9/23</td></tr><tr><td>PH</td><td>5.-9.</td><td>8.19</td><td>8.22</td><td>8.22</td></tr><tr><td>BOD</td><td>100</td><td>42</td><td>73</td><td>74</td></tr><tr><td>COD</td><td>-</td><td>232</td><td>516</td><td>353</td></tr><tr><td>Total solids</td><td>500 0</td><td>1444</td><td>2864</td><td>2124</td></tr><tr><td>S Solids</td><td>400</td><td>134</td><td>188</td><td>95</td></tr><tr><td>Oil & grease</td><td>50</td><td>7</td><td>18</td><td>6</td></tr><tr><td>A Nitrogen</td><td>150</td><td>32</td><td>50</td><td>37</td></tr><tr><td>Total N</td><td>200</td><td>44</td><td>74</td><td>74</td></tr></table>	Sample date	Std	03/7/23	07/8/23	04/9/23	PH	5.-9.	8.19	8.22	8.22	BOD	100	42	73	74	COD	-	232	516	353	Total solids	500 0	1444	2864	2124	S Solids	400	134	188	95	Oil & grease	50	7	18	6	A Nitrogen	150	32	50	37	Total N	200	44	74	74	
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7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2023 of fresh fruit bunches (FFB) below;</p> <table><tr><td>No</td><td>Month</td><td>Water</td><td>FFB /mt</td><td>Water /FFB</td></tr><tr><td>1</td><td>Jan</td><td>14592</td><td>12700</td><td>1.15</td></tr><tr><td>2</td><td>Feb</td><td>16709</td><td>11400</td><td>1.47</td></tr><tr><td>3</td><td>Mac</td><td>17870</td><td>11760</td><td>1.52</td></tr><tr><td>4</td><td>Apr</td><td>15560</td><td>10390</td><td>1.50</td></tr><tr><td>5</td><td>May</td><td>15260</td><td>12280</td><td>1.24</td></tr><tr><td>6</td><td>June</td><td>16290</td><td>10920</td><td>1.49</td></tr></table>	No	Month	Water	FFB /mt	Water /FFB	1	Jan	14592	12700	1.15	2	Feb	16709	11400	1.47	3	Mac	17870	11760	1.52	4	Apr	15560	10390	1.50	5	May	15260	12280	1.24	6	June	16290	10920	1.49	Complied										
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		<table><tr><td>7</td><td>July</td><td>20340</td><td>14150</td><td>1.44</td></tr><tr><td>8</td><td>Aug</td><td>22910</td><td>16480</td><td>1.39</td></tr><tr><td>9</td><td>Sept</td><td>23960</td><td>18140</td><td>1.32</td></tr><tr><td>10</td><td>Oct</td><td>29090</td><td>19720</td><td>1.48</td></tr><tr><td>11</td><td>Nov</td><td>24870</td><td>15480</td><td>1.61</td></tr><tr><td>12</td><td>Dec</td><td>-</td><td>-</td><td>-</td></tr><tr><td></td><td>Total</td><td>217451</td><td>153420</td><td>1.42</td></tr></table> <p>There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc. The base line is 1.50</p>	7	July	20340	14150	1.44	8	Aug	22910	16480	1.39	9	Sept	23960	18140	1.32	10	Oct	29090	19720	1.48	11	Nov	24870	15480	1.61	12	Dec	-	-	-		Total	217451	153420	1.42	
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Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																						
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table><tr><td>No</td><td>Target</td><td>Objective</td><td>Action plan</td></tr><tr><td>1</td><td>Backhoe tractor/ Machines</td><td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td><td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td></tr></table>	No	Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	Complied																											
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2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.																																												
	3	Electrical supply	Utilization of TNB sources																																												
<p>The utilization of fossil fuel in 2023 Nov to date is being monitored with records calculated in ratio diesel L/FFB mt as shown below: mill 2022 - 65963L</p> <table border="1"> <thead> <tr> <th>Mth</th><th>Kerteh</th><th>Semaring 01</th><th>Kerteh POM</th></tr> </thead> <tbody> <tr><td>Jan</td><td>0.15</td><td>2.66</td><td>0.40</td></tr> <tr><td>Feb</td><td>0.21</td><td>1.99</td><td>0.47</td></tr> <tr><td>Mac</td><td>0.29</td><td>2.20</td><td>0.53</td></tr> <tr><td>Apr</td><td>0.24</td><td>1.97</td><td>0.58</td></tr> <tr><td>May</td><td>0.19</td><td>2.91</td><td>0.62</td></tr> <tr><td>June</td><td>0.12</td><td>2.99</td><td>0.59</td></tr> <tr><td>July</td><td>0.16</td><td>2.45</td><td>0.59</td></tr> <tr><td>Aug</td><td>0.15</td><td>1.76</td><td>0.57</td></tr> <tr><td>Sept</td><td>0.17</td><td>1.44</td><td>0.53</td></tr> <tr><td>Oct</td><td>0.19</td><td>1.04</td><td>0.50</td></tr> </tbody> </table>				Mth	Kerteh	Semaring 01	Kerteh POM	Jan	0.15	2.66	0.40	Feb	0.21	1.99	0.47	Mac	0.29	2.20	0.53	Apr	0.24	1.97	0.58	May	0.19	2.91	0.62	June	0.12	2.99	0.59	July	0.16	2.45	0.59	Aug	0.15	1.76	0.57	Sept	0.17	1.44	0.53	Oct	0.19	1.04	0.50
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		<p>The Mill similarly had a reduction plan of fuel via the following initiative;</p> <table border="1"> <thead> <tr> <th></th><th>Management Plan</th><th>Timeline</th><th>PIC</th></tr> </thead> <tbody> <tr> <td>1</td><td>Monitoring of diesel usage in internal transportation</td><td>On-going</td><td>AEM</td></tr> <tr> <td>2</td><td>Engine OFF when not in operations</td><td>On-going</td><td>AEM</td></tr> <tr> <td>3</td><td>By maintenance of the boiler & machinery to ensure at optimum level to monitor diesel usage</td><td>On-going</td><td>AME</td></tr> <tr> <td>4</td><td>provide training to workers regarding reduce fuel and diesel usage for boiler.</td><td>On-going</td><td>AME</td></tr> </tbody> </table> <p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2023 identified in the following</p> <ul style="list-style-type: none"> g) Environmental Aspect Identification Summary 2023 reviewed accordingly. h) Environmental Impact Evaluation Summary 2023 reviewed accordingly. i) Renewable energy usage & diesel consumption 2023 was established and monitored by monthly basis. 		Management Plan	Timeline	PIC	1	Monitoring of diesel usage in internal transportation	On-going	AEM	2	Engine OFF when not in operations	On-going	AEM	3	By maintenance of the boiler & machinery to ensure at optimum level to monitor diesel usage	On-going	AME	4	provide training to workers regarding reduce fuel and diesel usage for boiler.	On-going	AME	
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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.	Kerteh Palm Oil Mill and the 2 Estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and vehicles operation.	Complied																				

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	- Critical (Major) compliance -	d) The management from both estates and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and vehicles to prevent any leakage and problem that could adversely impact the environment. e) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.																
7.10.2	(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). - Critical (Major) compliance -	The CU has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The CU records NIL new development within the certified area. There is no new planting in both Kerteh and Semaring 01 Estate.	Complied															
7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e., which covers the and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly.</p> <p>Kerteh Palm Oil Mill has conducted boiler stack sampling on 19/06/2023 for each of the boiler stack by Allion Hse Sdn Bhd based in Selangor. Results were as follows meeting the permissible limit except for Boiler no 1</p> <table><tr><td></td><td>Boiler no</td><td>Date</td><td>Results</td><td>Standard</td></tr><tr><td>1</td><td>No 1</td><td>19/06/23</td><td>161.31 mg/m3</td><td>150 gm/m3</td></tr><tr><td>2</td><td>No 3</td><td>19/06/23</td><td>133.96 mg/m3</td><td>150 gm/m3</td></tr></table>		Boiler no	Date	Results	Standard	1	No 1	19/06/23	161.31 mg/m3	150 gm/m3	2	No 3	19/06/23	133.96 mg/m3	150 gm/m3	Complied
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		<p>The mill has written to state DOE via letter dated 11/07/2023 on the corrective action i.e., to install VORSEP for the boiler no 1 anticipated to commission in Jan 2024. The status has reached the final quarter of the project awaiting approval from DOE prior operations.</p> <p>Boiler no 3 has been equipped with a VORSEP commissioned in April 2023. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS during the audit. The system was found to be in functional condition.</p> <p>Boiler smoke emission data are within the DOE limit. An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent. 'Pollution Prevention Plan and Waste Management Action Plan 2023' – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among other actions taken by the CU were:</p> <ul style="list-style-type: none"> h) Scheduled wastes – disposed to Pentas Flora (Kelantan) Sdn Bhd./ Sime Industrial Sdn Bhd i) Domestic wastes are disposed to local Municipal/landfill j) Full compliance to zero burning practices. k) Installation of ESP Vorsep System commissioned in April 2023 and the 2nd unit due for operation in Jan 2024. <p>The environmental issues are discussed together in the quarterly ESH meetings. The agenda discussed among others as follows;</p> <ul style="list-style-type: none"> aa) matters arising bb) performance of environment compliance cc) report on environmental pollution dd) self-compliance checklist performance ee) effluent treatment /clean air / scheduled waste 	
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		ff) audit report on RSPO/MSPO gg) Domestic waste issues In addition, environmental issues were also discussed direct or indirectly during the management meeting the weekly muster.	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the commitment mentioned in the following guidelines; d) Group Sustainability Policy dated 17/11/2020. e) Manual Ladang Sawit Lestari - Prosedur Kerja Selamat c) Manual Sustainability - Prosedur Kerja Selamat - Penyediaan tanah tanam semula As advocated, the estates practiced zero burning. There was no evidence that fire had been used to prepare land for replanting in the estates. No fire was used for waste disposal.	Complied
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 -	The Group "Zero open burning" is enforced as described in the Group Sustainability Policy 17/11/2020. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. At present there are no replanting for both the estates for the next 5 years. There were fire ERP team established by the estates and mill.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	FGV engaged smallholders on the fire prevention and control measures. This was briefed and discussed during a Stakeholder Meetings held on 12/12/2023 "Program Konsultasi Bersama Pihak Berkepentingan Mengenai Komitmen Kelestarian FGV" at FELDA	Complied

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		<p>Kerteh Training Centre attended by 100 participants. The agenda among others include discussion and briefing on the following;</p> <ul style="list-style-type: none"> d) Communication of information relating to FGV Sustainability Policy and practices. e) Communication procedure, involvement and consultation and mechanism on grievance from stakeholder f) FGV commitment towards HCV, Conservation Areas and RTE g) Initiatives towards GHG reduction h) Sustainability management RSPO MSPO certification i) Commitment towards fire engagement in Company properties and adjacent community in event of any fire. Either party could forward report on any fire event. Assistance where feasible will be provided. 	
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Auditors has verified through checking through www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at Kerteh CU since Nov 2005.</p> <p>There was no HCV present in the CU except for buffer zone for Sungai Semaring and Sg Balu internal drainage flowing at Semaring Estate. The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p>	<p>The HCV assessment was conducted with details as follows; "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang Semaring 01 and Ladang Kerteh". This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due</p>	Complied

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	<p>k) 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>l) 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>Diligence Unit, Plantations Sustainability Department dated 03/08/2018 and reviewed on 28/12/2018.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Semaring and Sg Balu internal drainage flowing at Semaring Estate. The reports detailed the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> d) General biodiversity issues e) Watercourses and drainage f) Habitats natural and man-made g) Wildlife h) Ponds and reservoirs i) Wetlands /watercourses j) Legal aspects k) Immediate and long-term effect. 	
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 forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both Kerteh and Semaring 01 Estates.</p> <p>The recent HCV assessment methodology is through site observation, interviews, stakeholders' consultation and desktop</p>	Complied

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		<p>review on available secondary data. The assessment among others covers the following areas;</p> <ul style="list-style-type: none"> - Overview of HCV assessment. - Description of assessment areas. - Finding and discussion - landscape context - HCV criteria and application to agriculture - HCV monitoring and management <p>The integrated management plan is developed in consultation, discussion and briefing with the stakeholders during a Stakeholder Meetings held on 12/12/2023 "Program Konsultasi Bersama Pihak Berkepentingan Mengenai Komitmen Kelestarian FGV" held at FELDA Kerteh Training Centre attended by 100 participants. Information in slides form in relation to RTE / HCV / Biodiversity management in the organization were presented. Therein containing the integrated management plan comprise among others covering the following scope.</p> <ul style="list-style-type: none"> f) Biological Diversity g) Management of High Conservation Value Area. <ul style="list-style-type: none"> iii. There are 6 categories of HCV in the estates and mill iv. The HCV management using the concept of Access, plan, action and monitoring h) Rare Threatened and Endangered Species <ul style="list-style-type: none"> x. Definition and protection under law xi. Disciplinary action / Punishment / Legality Consequences xii. Continuous monitoring of RTE / HCV/ Biodiversity Areas xiii. Flow chart of RTE Conflict management i) Emergency Evacuation Plan / Drill 	
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	There were no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas.	Complied

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	agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	<div>h) The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.</div> <div>i) There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2020.</div>																																														
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 -	<div>There is no RTE found the entire Kerteh and Semaring 01 Estates. Complex as recorded, with latest the following observation /report "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang Semaring 01 and Ladang Kerteh"</div> <table><tr><td></td><td>Species</td><td>Scientific</td><td>IUCN Status</td><td>Presenc e</td></tr><tr><td>1</td><td>Wild boar</td><td>Sus scrofa</td><td>LC</td><td>Yes</td></tr><tr><td>2</td><td>Monkey</td><td>Macaca Fascicularis</td><td>Yes</td><td>Yes</td></tr><tr><td>3</td><td>Striped rattlesnake</td><td>Ophiophagus Hannah</td><td>VU</td><td>No</td></tr><tr><td>4</td><td>Cobra snake</td><td>Naja Kaouthia</td><td>LC</td><td>Yes</td></tr><tr><td>5</td><td>Lizard</td><td>Varanus</td><td>LC</td><td>Yes</td></tr><tr><td>6</td><td>Wild bird</td><td>Tyto alba javanica</td><td>LC</td><td>yes</td></tr><tr><td>7</td><td>Tiong</td><td>Gracula religiosa</td><td>LC</td><td>yes</td></tr><tr><td>8</td><td>Murai cacing</td><td>Copsychus malabaricus</td><td>LC</td><td>yes</td></tr></table>		Species	Scientific	IUCN Status	Presenc e	1	Wild boar	Sus scrofa	LC	Yes	2	Monkey	Macaca Fascicularis	Yes	Yes	3	Striped rattlesnake	Ophiophagus Hannah	VU	No	4	Cobra snake	Naja Kaouthia	LC	Yes	5	Lizard	Varanus	LC	Yes	6	Wild bird	Tyto alba javanica	LC	yes	7	Tiong	Gracula religiosa	LC	yes	8	Murai cacing	Copsychus malabaricus	LC	yes	Complied
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		<table><tr><td>9</td><td>Wak-wak</td><td>Amaurornis phoenicurus</td><td>LC</td><td>Yes</td></tr><tr><td>10</td><td>Ayam hutan</td><td>Gallus gallus</td><td>LC</td><td>Yes</td></tr><tr><td>11</td><td>Black wing kite</td><td>Alanus caeruleus</td><td>LC</td><td>Yes</td></tr><tr><td>12</td><td>Raja udang</td><td>Alcedo atthis</td><td>LC</td><td>No</td></tr></table> <p>Records of monthly RTE sighting "Pelan Pengurusan Monitoring Hidupan Liar & Kawasan Sensitif" was checked and verified for the estates.</p> <p>Summary of record of animal sightings spotting wild boars, monkeys and squirrels among others. The management conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited.</p>	9	Wak-wak	Amaurornis phoenicurus	LC	Yes	10	Ayam hutan	Gallus gallus	LC	Yes	11	Black wing kite	Alanus caeruleus	LC	Yes	12	Raja udang	Alcedo atthis	LC	No	
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7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both Kerteh and Semaring 01 Estates. Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD Unit. Sighting of RTE is made and recorded during the AP rounds in the estate if any. Outcomes of this monitoring will serve as input for the management plan.</p>	Complied																				
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Auditors has verified through checking through www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at Kerteh CU since Nov 2005.</p> <p>There was no HCV present in the CU except for buffer zone for Sungai Semaring and Sg Balu internal drainage flowing at Semaring</p>	Complied																				

		Estate. The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Kerteh POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for **Kerteh POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.00
PKO	1.00

Extraction	%
OER	20.28
KER	5.15

Production	t/yr
FFB Process	207,810.00
CPO Produced	42,139.12
PKO Produced	10,711.50

Land Use	Ha
OP Planted Area	1,081.99
OP Planted on peat	-
Conservation (forested)	-
Conservation (non-forested)	-
Total	1,081.99

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	10,686.41	2.53	-	-	-	-	10,686.41	2.53
CO ₂ Emission from fertilizer	598.56	0.14	-	-	-	-	598.56	0.14
NO ₂ Emission	421.10	0.10	-	-	-	-	421.10	0.10
Fuel Consumption	79.93	0.02	-	-	-	-	79.93	0.02
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-10,129.30	-	-	-	-	-	-10,129.30	-
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	16,56.70	0.39	-	-	50,487.77	-	52,144.47	0.39

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	-	-
Fuel Consumption	205.80	-
Grid Electricity Utilization	461.23	-
Credit		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-	-
Total	667.04	-

Summary of Kernel Crusher Emission and Credit (if applicable)

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

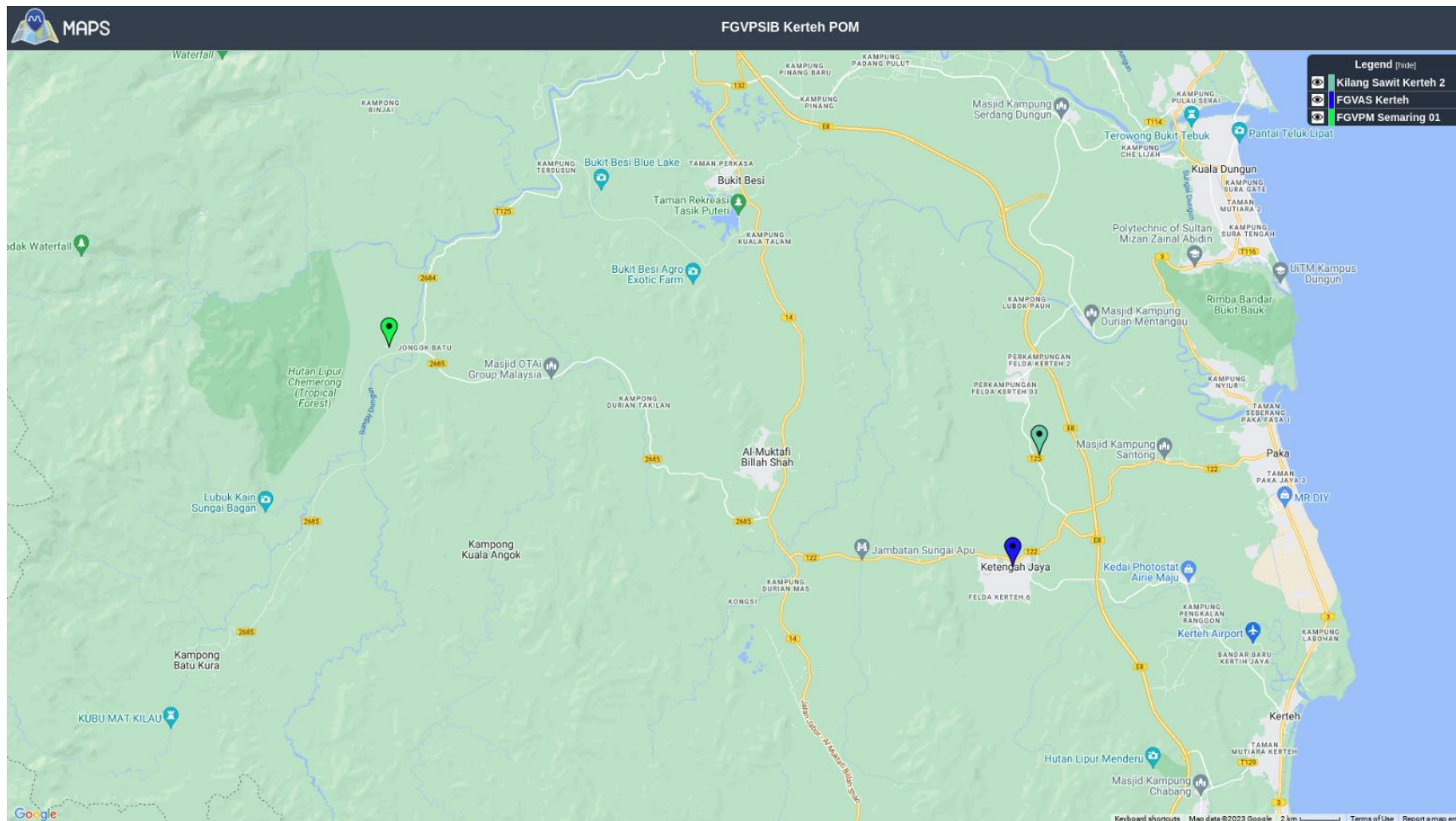
*This mill has no kernel crusher operation.

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

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

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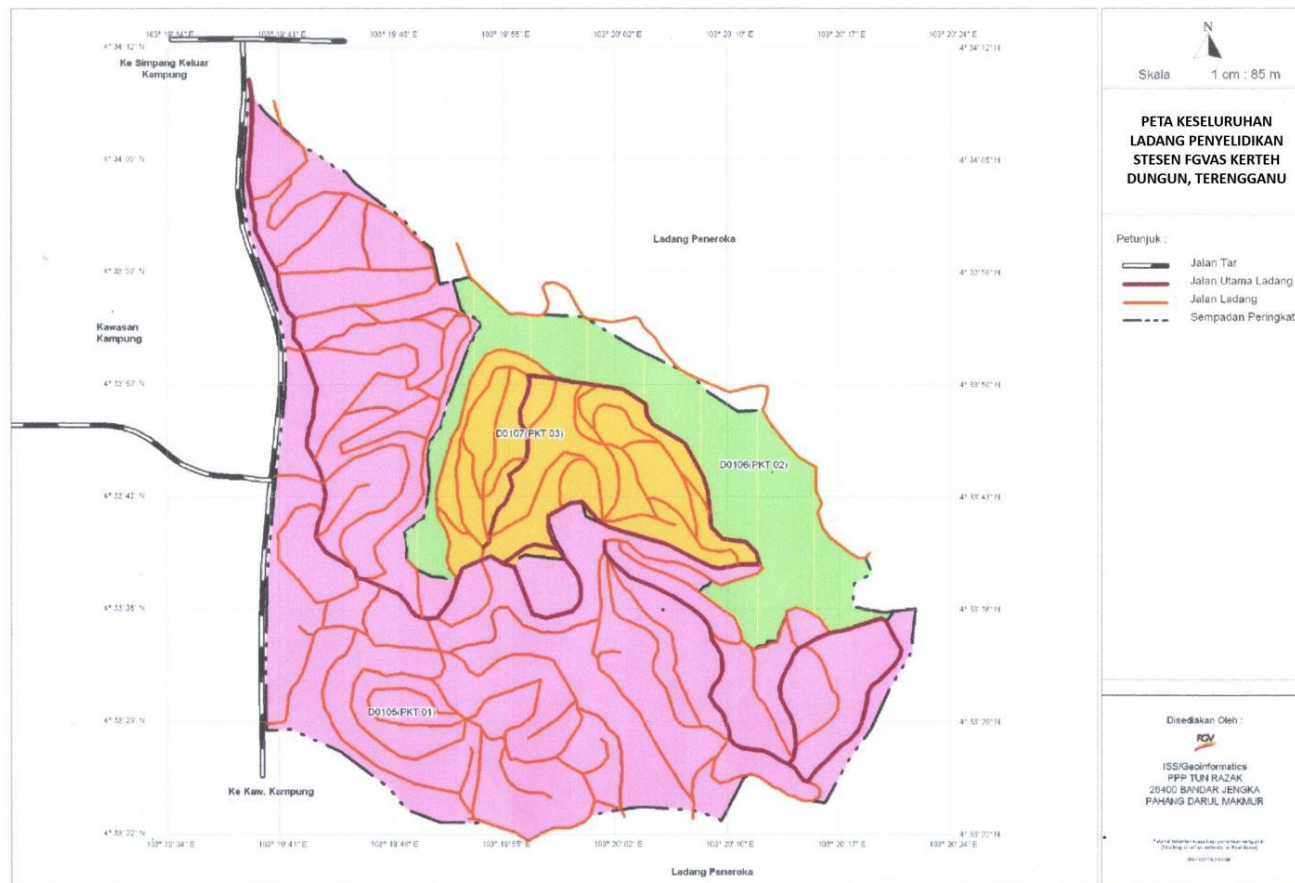
Appendix C: Location Map of Certification Unit and Supply bases



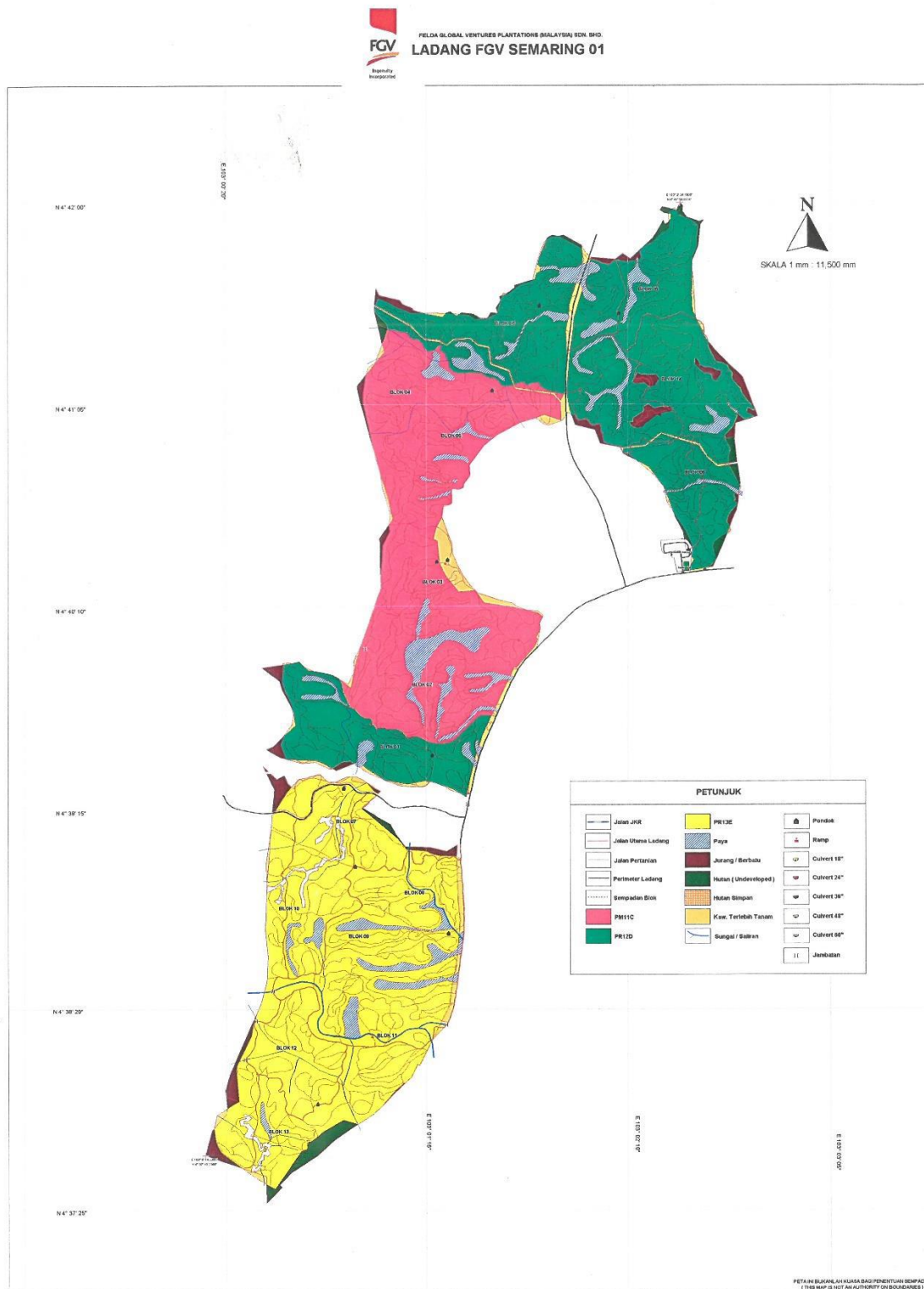
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Appendix D: Estate Field Map

STESEN PENYELIDIKAN FGVS KERTEH, DUNGUN



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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied	N/A	N/A	N/A
Number of samples	N/A	N/A	N/A
Remarks	N/A	N/A	N/A

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					N/A	N/A	N/A		
Note: * are smallholders sampled in this audit.									

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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