

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (1_2)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill
Location of Certification Unit: Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia
Date of Final Report: 07/01/2025

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn. Bhd. – Lepar Hilir Palm Oil Mill		
Location / Address	Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia.		
Website	https://www.fgvholdings.com/		
Management Representative	Mr Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+603-27891338	Facsimile	+603-27890001

2. Certification Information			
Certificate Number	RSPO 666408	Certificate Start Date	02/02/2023
Date of First Certification	02/02/2018	Certificate Expiry Date	01/02/2028
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input 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	54mt / Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701755	MSPO 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn. Bhd.	23/03/2029
MSPO 701754	MSPO 2530-4:2013 General Principles for Palm Oil Mills	BSI Services Malaysia Sdn. Bhd.	23/03/2029
MSPO SCCS-TCI-034-2020-01	MSPO Supply Chain Certification Standard 2018	Trans Certification International Sdn Bhd	26/03/2025

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

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Lepar Hilir 05	2,607.61	-	281.93	2,889.54	90.24
FGVPM Lepar Hilir 06	2,322.91	-	324.06	2,646.97	87.76
FGVPM Lepar Hilir 07	2,052.01	-	265.03	2,317.04	88.56
FGVPM Lepar Hilir 08	1,312.51	-	88.60	1,401.11	93.68
Total	8,295.04	-	959.62	9,254.66	

Note:

1. In Dec 2023, resurvey conducted by Land Management Unit (LMU) for hectareage reconciliation for replanting program at PR23X, FGVPM Lepar Hilir 08 which caused reduction of 11.68 Ha from total area.

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6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Lepar Hilir 05	955.64	1,651.97	-	-	1,651.97	955.64
FGVPM Lepar Hilir 06	650.81	1,672.10	-	-	1,672.10	650.81
FGVPM Lepar Hilir 07	-	2,052.01	-	-	2,052.01	-
FGVPM Lepar Hilir 08	175.92	1,136.59	-	-	1,136.59	175.92
Total (ha)	1,782.37	6,512.67	-	-	6,512.67	1,782.37

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 24 – Jan 25)	Actual (Oct 23 – Sept 24)		Forecast (Feb 24 – Jan 25)
		Previous license period (Oct 23 – Apr 24)	Current license period (May 24 – Sept 24)	
FGVPM Lepar Hilir 05	31,419.00	12,600.74	14,733.98	29,377.00
FGVPM Lepar Hilir 06	25,276.00	13,138.53	14,850.43	26,755.00
FGVPM Lepar Hilir 07	41,205.00	12,207.96	18,773.83	33,171.00
FGVPM Lepar Hilir 08	20,900.00	10,525.69	13,747.87	18,798.00
Total	118,800.00	110,579.03		108,101.00

Note: 21.50% from total area was immature palm trees which significantly affects total forecast FFB production.

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 24 – Jan 25)	Actual (Oct 23 – Sept 24)		Forecast (Feb 24 – Jan 25)
		Previous license period (Oct 23 – Apr 24)	Current license period (May 24 – Sept 24)	
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	Actual	Forecast

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	(Feb 24 – Jan 25)	(Oct 23 – Sept 24)		(Feb 24 – Jan 25)
		Previous license period (Oct 23 – Apr 24)	Current license period (May 24 – Sept 24)	
FELDA	-	71,618.49	54,445.03	128,000.00
Collection Centre	-	11.51	-	-
Independent Smallholders	-	540.00	440.33	-
Total	-	127,055.36		128,000

Note: Noted that FGVPISB Lepar Hilir has stopped officially received all indirect FFB suppliers and indirect smallholders due to their commitment for EUDR compliance since September 2024.

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Oct 2023	12,098.59	12,884.27	24,982.86
2	Nov 2023	11,724.59	11,891.22	23,615.81
3	Dec 2023	9,074.11	9,898.81	18,972.92
4	Jan 2024	6,314.52	8,042.98	14,357.50
5	Feb 2024	4,335.11	5,985.33	10,320.44
6	March 2024	4,926.00	6,929.86	11,855.86
7	April 2024	-	16,532.98	16,532.98
8	May 2024	9,790.02	9,606.46	19,396.48
9	June 2024	10,653.67	10,321.87	20,975.54
10	July 2024	12,732.21	10,718.46	23,450.67
11	Aug 2024	14,770.55	12,155.92	26,926.47
12	Sept 2024	14,159.66	12,087.2	26,246.86
TOTAL		110,579.03	127,055.36	237,634.39

Note:
There is no FFB from certified supply base in April 2024 due to HQ's instruction to all certified supply base to send their FFB to other FGVPI's mil.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb 24 – Jan 25)	Actual (Oct 23 – Sept 24)		Forecast (Feb 24 – Jan 25)
	Previous license period (Oct 23 – Apr 24)	Current license period (May 24-Sept 24)	

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FFB	FFB		FFB
118,800.00 mt	48,472.92 mt	62,106.11 mt	108,101.00 mt
	TOTAL	110,579.03 mt	
CPO (OER: 21.50 %)	CPO (OER: 18.12 %)		CPO (OER: 21.50 %)
25,542.00 mt	9,956.50 mt	10,077.60 mt	23,241.00 mt
	TOTAL	20,034.10 mt	
PK (KER: 5.00 %)	PK (KER: 3.76 %)		PK (KER: 5.00 %)
5,940.00 mt	2,112.08 mt	2,047.44 mt	5,405.05 mt
	TOTAL	4,159.52 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Oct 2023	2,561.68	481.26
2	Nov 2023	2,534.85	574.86
3	Dec 2023	1,769.02	388.57
4	Jan 2024	1,279.48	290.11
5	Feb 2024	897.70	192.94
6	March 2024	913.77	184.34
7	April 2024	-	-
8	May 2024	1,891.71	387.50
9	June 2024	-	-
10	July 2024	2,050.10	394.14
11	Aug 2024	3,161.12	616.16
12	Sept 2024	2,974.67	649.64
TOTAL		20,034.10	4,159.52

11. Summary of Actual Volume sold					
Current License period (May 24 – Sept 24)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	0	0	6,359.48	6,359.48
PK (MT)	0	0	0	1,827.60	1,827.60
Credits	3,170.00	0	0	0	3,170.00
Previous License period (Oct 23 – Apr 24)					

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CPO (MT)	0	0	0	3,468.31	3,468.31
PK (MT)	2,007.00	0	0	317.54	2,329.46
Credits	6,630.00	0	0	0	6,630.00
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 – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	252.03
2	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	569.79
3	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	597.09
4	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	182.69
5	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	139.97
6	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	226.90
7	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPO_PO1000001320	0.00	38.53
TOTAL			0.00	2,007.00

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)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXXXX	9,827.79	-
2	XXXXX	-	2,172.34
TOTAL		N/A	N/A

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	XXXXXXXXX	RSPO_PO1000001320	45.00
2	XXXXXXXXX	RSPO_PO1000001320	2,155.00
3	XXXXXXXXX	RSPO_PO1000001320	1,473.00
4	XXXXXXXXX	RSPO_PO1000001320	177.00
5	XXXXXXXXX	RSPO_PO1000001320	150.00
6	XXXXXXXXX	RSPO_PO1000001320	600.00
7	XXXXXXXXX	RSPO_PO1000001320	300.00
8	XXXXXXXXX	RSPO_PO1000001320	850.00
9	XXXXXXXXX	RSPO_PO1000001320	650.00
10	XXXXXXXXX	RSPO_PO1000001320	230.00
21	XXXXXXXXX	RSPO_PO1000001320	550.00
22	XXXXXXXXX	RSPO_PO1000001320	470.00
23	XXXXXXXXX	RSPO_PO1000001320	250.00
24	XXXXXXXXX	RSPO_PO1000001320	600.00
25	XXXXXXXXX	RSPO_PO1000001320	250.00
	XXXXXXXXX	RSPO_PO1000001320	300.00
26	XXXXXXXXX	RSPO_PO1000001320	50.00
27	XXXXXXXXX	RSPO_PO1000001320	700.00
TOTAL			9,800.00

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
IS-CSPO	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	
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)
1	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-CSPPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not Applicable)							
Credits				N/A	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)
1	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.
Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639
Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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 **14/10/2024 - 18/10/2024**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **24/12/2024**. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the 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 (Re-Certification)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
FGVPISB Lepar Hilir POM	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 05 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 06 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 07 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 08 Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: November 17, 2025 - November 21, 2025

Total Number of Mandays: 15

2.2 BSI Assessment Team

Name	Role	Competency
Fahmi Othman (FBO)	Team Leader	<p>Education: Bachelor's Degree in Industrial Biology from Universiti Teknologi Malaysia, graduated in 2010.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Assistant Manager with FGV Plantation (M) Sdn Bhd managing the day-to-day plantation operations before joining FGV Holdings Berhad as Sustainability Officer for another significant numbers of years. In his career at FGV, Fahmi had accumulated more than 7 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course as well as SA 8000.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p>

		<input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Hafriazhar bin Mohd Mokhtar (HMM)	Team Member	<p>Education: Bachelor of Engineering (Hons.) Chemical Engineering, UTM</p> <p>Work Experience: Environmental Officer (2002-2003), Mill Engineer (2003-2008), Project Control Engineer (2008-2011), Auditor/Client Manager (2011-present)</p> <p>Training attended: Social Auditing & SMETA Training (2021), ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2013), ISO 50001 LA Training (2012), ISO 14001 LA Training (2011)</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit:</p> <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Mohamad Saifullah bin Mohamad Senan (MAS)	Team Member	<p>Education: Holds a Bachelor of Agricultural Science from Universiti Putra Malaysia.</p> <p>Work Experience: With over 6 years of experience in oil palm plantation operations, agriculture, safety, and health-related fields, he has been an integral part of a large publicly listed plantation organization since 2012. His job responsibilities include supervising and monitoring estate operations to ensure compliance with RSPO, ISCC, and MSPO requirements and regulations, Good Agricultural Practice, and other standard operating procedures. He has also actively participated in internal audits of plantation operations to ensure adherence to RSPO, ISCC, and MSPO requirements.</p> <p>Subsequently, he spent 6 years working with an international Certification Body (CB), conducting certification audits of plantation operations for compliance with RSPO, MSPO, and ISCC requirements. He is a qualified Lead Auditor for RSPO P&C, RSPO Supply Chain, ISCC, MSPO OPMC, and MSPO Supply Chain certification audits, as well as a qualified Auditor for ISO 9001:2015 certification audits. Since January 2019, he has conducted audits in various countries, including Malaysia, Indonesia, Cambodia, Thailand, Singapore, Japan, India, Germany, and Spain. His expertise extends to the Palm Oil sector, encompassing industry fundamentals such as good agricultural practices (GAP), best management practices (BMP), sustainability, social issues (e.g., worker welfare and employment terms, gender issues), occupational health and safety (OHS) matters, and environmental considerations (e.g., pollution control and resource conservation).</p> <p>Training attended: Attended, completed and passed ISO 9001:2015 Lead Auditor Course (CQI-IRCA certified), ISO 45001:2018 Lead Auditor Course (CQI-IRCA certified), RSPO P&C Lead Auditor Course (endorsed by RSPO Secretariat), RSPO Supply Chain Certification Training Course (endorsed by</p>

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		<p>RSPO Secretariat), RSPO P&C 2018 Version Introduction Course (endorsed by RSPO Secretariat), RSPO Supply Chain Certification Update Course (endorsed by RSPO Secretariat), MSPO Lead Auditor Course (endorsed by MPOCC), MSPO Supply Chain Certification Training Course (endorsed by MPOCC), ISCC EU and PLUS Basic Training, ISCC Greenhouse Gas Training, ISCC Waste and Residues Training, SA8000 Introduction & Basic Auditor Course, and HCV-HCSA Assessor Training Course.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English languages.</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" 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>
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Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	FBO	HMM	ASM
Sunday, 13/10/2024	-	Audit Team travel from Kuala Lumpur to Kuantan, Pahang	√	√	√
Monday, 14/10/2024	0900-1000	<u>FGVPM Lepar Hilir 06 Estate</u> Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√	√	√
	1000 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	1230-1330	LUNCH BREAK	√	√	√
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	√	√	√

Date	Time	Subjects	FBO	HMM	ASM
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Tuesday, 15/10/2024	0900-1230	<u>FGVPM Lepar Hilir 08 Estate</u> 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.	√	√	√
	1230-1330	LUNCH BREAK	√	√	√
	1330-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630-1700	Interim Closing briefing.	√	√	√
Wednesday, 16/10/2024	09.00 – 12.30	<u>FGVPI Lepar Hilir POM</u> Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	√	√	√
	1000-1200	Meeting with Stakeholder (Government, Village Rep, smallholders, Union Leader, Contractors etc.)	√	√	√
	1230-1330	LUNCH BREAK	√	√	√
	1330-1630	Document Review P1 – P7: SOPs, Supply chain, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Thursday, 17/10/2024	0900-1230	<u>FGVPM Lepar Hilir 07 Estate</u> 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.	√	√	√
	1230-1330	LUNCH BREAK	√	√	√

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Date	Time	Subjects	FBO	HMM	ASM
	1330-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630-1700	Interim Closing briefing.	✓	✓	✓
Friday, 18/10/2024	0900-1230	<u>FGVPM Lepar Hilir 05 Estate</u> 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.	✓	✓	✓
	1230-1430	LUNCH BREAK & FRIDAY PRAYER	✓	✓	✓
	1430-1600	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder, workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1600-1700	Audit team discussion & preparation for closing meeting	✓	✓	✓
	1700-1800	Closing Meeting	✓	✓	✓

RSPO P&C Public Summary Report
Revision 16 (Oct 2024)**NCR Closing Visit Plan**

Date	Time	Subjects	FBO
Monday, 23/12/2024	-	Travelling from Kuala Lumpur to Kuantan, Pahang	√
Tuesday, 24/10/2024	0900-0915	FGVPI Lepar Hilir POM Opening Meeting: <ul style="list-style-type: none">Opening Presentation by Audit team leader.Confirmation of assessment scope and finalize Audit plan	√
	0915-1130	Verification on Major NC closure evidence Document review, Site Observation, workers/stakeholder interview (Individual & Group Session) for: <ul style="list-style-type: none">2563525-202410-M1	√
	1130-1200	Closing meeting – Conclusion & Recommendation	√

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?	Based on the letter dated 26th April 2021, titled MILLS AND PLANTATIONS RATIONALIZATION PROGRAM UPDATES, FGV has carried out mills and plantations rationalization where 18 new estates are established. It was further identified that the update of the TBP that includes the changes in the letter, which was supposed to be completed by 2021, was halted due to the directive by the RSPO CP to sanction any new certification of FGV's uncertified management units. Due to this, the organization was not able to demonstrate that the changes in the time bound plan are acknowledged and approved by RSPO. However, as of 20th March 2024, the time bound plan listed below are the most updated TBP which was approved by RSPO. The TBP contains list of both certified and non-certified units, including independent mills as well. The TBP is currently listed for units under FGV.	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	All certified units are certified within the planned timeline. However, for uncertified units are unable to be certified due to RSPO CP's decision to suspend FGV. Because of this, new certification cannot proceed during the suspension	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No new acquisitions were recorded or in planning.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	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. On 28 July 2022, the CP provided their decision, as follows:	Complied

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	<p>i. that the suspension of FGV's P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted</p> <p>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. 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 fully lifted. 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 which means that FGV management is separating the estate into several divisions with different management unit. <p>On the other hand, FGV have requested an extension on their time bound plan from RSPO, which was approved on the 20th March 2024</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>Yes, there was a revision of the time bound plan for FGV. The revised time bound has been approved by RSPO on the 20th March 2024. The revision of the time bound plan is mostly on the uncertified unit proposed certified timeline. The certification delay of the uncertified unit is as follows: It is also important to note that FGV will continuously conduct an annual TBP approval from RSPO. This is due to prolonged suspension on FGV's new certification process, imposed by the RSPO CP's directives. Hence why FGV are not able to proceed with initial certification for all its uncertified units</p>	Complied
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>The revised time bound has been approved by RSPO on the 20th March 2024. The revision of the time bound plan is mostly on the uncertified unit proposed certified timeline. The certification delay of the uncertified unit is as follows: It is also important to note that FGV will continuously conduct an annual</p>	Complied

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	TBP approval from RSPO. This is due to prolonged suspension on FGV's new certification process, imposed by the RSPO CP's directives. Hence why FGV are not able to proceed with initial certification for all its uncertified units													
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	The revised time bound has been approved by RSPO on the 20 th March 2024. The revision of the time bound plan is mostly on the uncertified unit proposed certified timeline. The certification delay of the uncertified unit is as follows: It is also important to note that FGV will continuously conduct an annual TBP approval from RSPO. This is due to prolonged suspension on FGV's new certification process, imposed by the RSPO CP's directives. Hence why FGV are not able to proceed with initial certification for all its uncertified units	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.	<p>No primary forest replacement. The conversion has undergone NPP process as below. Recent NPP submissions are:</p> <p>1) Tawai 01 and Tawai 02. May 2019. Status: The second resubmission resulted in satisfactory, date final published on 20 January 2020 https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/</p> <p>2) FGVPM Tembangau 05, FGVPM Chegar Perah 02, FGVPM Selendang 03, FGVPM Bukit Sagu 08. January 2019. 2019. Status: First resubmission Satisfactory https://hcvnetwork.org/reports/hcv-chegar-perah-02estate-bukit-sagu-08-estate-tembangau-05-estateselendang-03-estate-malaysia/</p> <p>3) Asian Plantation Limited. Mar 2016. Status: Satisfactory. https://hcvnetwork.org/reports/feldaglobal-venture-miridivision-sarawak-state-malaysia/</p> <p>There are 12 uncertified estates that is bordering forest reserve. HCV assessment has been conducted with dates as follows:</p> <table border="1"> <thead> <tr> <th>No</th><th>Estate Name</th><th>HCV Conducted Date</th></tr> </thead> <tbody> <tr> <td>1</td><td>FGVPM Aring 10</td><td>25/04/2017</td></tr> <tr> <td>2</td><td>FGVPM Aring 11</td><td>25/04/2017</td></tr> <tr> <td>3</td><td>APL</td><td>Feb-Mar 2015</td></tr> </tbody> </table>	No	Estate Name	HCV Conducted Date	1	FGVPM Aring 10	25/04/2017	2	FGVPM Aring 11	25/04/2017	3	APL	Feb-Mar 2015	Complied
No	Estate Name	HCV Conducted Date												
1	FGVPM Aring 10	25/04/2017												
2	FGVPM Aring 11	25/04/2017												
3	APL	Feb-Mar 2015												

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	<table><tr><td>4</td><td>Yapidmas</td><td>25/04/2017</td></tr><tr><td>5</td><td>PUP</td><td>Aug 2015</td></tr><tr><td>6</td><td>FGVPM Setiu 01</td><td>25/04/2017</td></tr><tr><td>7</td><td>FGVPM Setiu 02</td><td>25/04/2017</td></tr><tr><td>8</td><td>FGVPM Rantau Abang 02</td><td>May 2017</td></tr><tr><td>9</td><td>FGV Complex Sahabat</td><td>Aug 2015</td></tr><tr><td>10</td><td>FGVPM Kalabakan</td><td>Aug 2015</td></tr><tr><td>11</td><td>FGVPM Bera Selatan 05</td><td>Dec 2022</td></tr><tr><td>12</td><td>FGVPM Bera Selatan 06</td><td>Dec 2022</td></tr></table>	4	Yapidmas	25/04/2017	5	PUP	Aug 2015	6	FGVPM Setiu 01	25/04/2017	7	FGVPM Setiu 02	25/04/2017	8	FGVPM Rantau Abang 02	May 2017	9	FGV Complex Sahabat	Aug 2015	10	FGVPM Kalabakan	Aug 2015	11	FGVPM Bera Selatan 05	Dec 2022	12	FGVPM Bera Selatan 06	Dec 2022	
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10	FGVPM Kalabakan	Aug 2015																											
11	FGVPM Bera Selatan 05	Dec 2022																											
12	FGVPM Bera Selatan 06	Dec 2022																											
	Sample internal assessment was reviewed on the status finding, corrective action plan and prevention plan.																												
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVPM Tembangau 05, Ladang FGVPM Chegar Perah 02, Ladang FGVPM Selendang 03 and Ladang FGVPM Bukit Sagu 08 status HCVRN closed referred HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia HCV Network. This area proceeds 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.	<p>Yes, but it is in progress to resolved through the agreed process. All reports resolve were updated in https://www.fgvholdings.com/sustainability/reports-updates/</p> <p>FGVPM Tenggara 12 and Rantau Abang 02 have submitted the document (Self Declaration, Area Statement and Chronology) to RSPO dated 10 Feb 2020 and will provide the land compensation plan once approved by RSPO. Status currently still in progress between RSPO and FGV and not yet resolved.</p> <p>There is a complaint by Chain Research Reaction of FGV clearing peat forest in PT CNP and PT TAA. FGV has briefed RSPO on the issue and it has been registered in the RSPO Complaints panel. https://askrspo.force.com/Complaint/s/case/50090000028ErzMAAS/detail</p>	Complied																											

	<p>There are land disputes at Baiduri Ayu Complex. The dispute has resolve through a mutually agreed process with Suku Dusun Begahak dated 9th April 2015 as the link below. https://www.rspo.org/acop/2015/felda/ii.-09.04.15-perjumpaan-bersama-suku-kaum-begahak.pdf (FELDA)</p> <p>FGV conducted an annually internal assessment on land issues as an integrated audit. Doc No for Internal Audit SOP: No. SOP: FGV/GSD-SCCD/SOP/04 version 0.0 effective date 03 SEP 2020 and also the procedure for land conflict (SOP Pengenalpastian Dan Penyelesaian Pertikaian Tanah Serta Penentuan Pampasan). Sample internal assessment was reviewed on the status finding, corrective action plan and prevention plan.</p>	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>All report resolve will be updated in https://www.fgvholdings.com/sustainability/reports-updates/</p> <p>Previous issues that have settled is the WSJ article by Syed Zain Al – Mahmood regarding breached labour conditions https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail (status: Case Closed)</p> <p>Previous issues that have settled is the WSJ article by Syed Zain Al – Mahmood regarding breached labour conditions https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail (status: Case Closed)</p> <p>Previous issues that have settled is the WSJ article by Syed Zain Al – Mahmood regarding breached labour conditions https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail (status: Case Closed)</p> <p>Previous issues that have settled is the WSJ article by Syed Zain Al – Mahmood regarding breached labour conditions https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail (status: Case C FGV is also currently undergoing verification audit by ELEVATE to rectify the WRO issues, which is also the condition to lift the suspension from the RSPO CP directives.</p>	Complied

	FGV has also established the FGV Whistleblowing Policy 8.0 policy number FGV/GGD/POL/001, which reports can be made via E-Alert and Hotline Call.	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Yes, and it is being addressed through measures consistent with the requirement of RSPO P&C Criterion 2.1 FGV conducts assessment on an annual basis on the compliance of legal requirements for non-certified unit. All the issue has been followed up by Head Quarters as mentioned in SOP Audit Dalaman. Sample internal assessment was reviewed on the status finding, corrective action plan and prevention plan.	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 2023. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD). Verified also internal audit progress and plan for 2024. As per September 2024, 45 out of 67 complexes has been internal audited.	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders' consultation which are being carried out during social impact assessment (SIA) which latest conducted for FGVPISB Kilang Lepar Hilir and supply bases from 13/09/2023 at Dewan FGV Ladang Lepar Hilir 05, Gambang by Group Sustainability Division under Compliance and Certification Department. During the event, NGOs were invited but no attendance was observed. Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	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 Lepar Hilir POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Lepar Hilir POM.	Not Applicable

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Approved Time Bound Plan

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

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<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Berabong 02 (LADANG RASIONALISASI)	1290.91	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	2,204.34	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 04	2,251.52	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 05	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVP Bukit Sagu</i>		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 04	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 06	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 07	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 08	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVP Keratong 9</i>		Certified	2017	2017	2022				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 05	2785.60	Certified	2017	2017	2022	No			

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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	2281.30	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	1281.20	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	1,634.94	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	1879.22	Not Certified	2019		2023	Yes	2025	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	20-Mar-24
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	1819.02	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	2,259.90	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	2,445.33	Certified	2017	2017	2022	No			

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<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	2,825.19	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	1794.53	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	1,545.17	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	2,770.48	Certified	2017	2017	2022	No			

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<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVP Mengkarak 02	2,334.95	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVP Krau 02	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	2,828.01	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Hilir</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	2,889.54	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	2,646.97	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	2,317.04	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	1,412.79	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Triang</i>		Certified	2017	2017	2022	No			

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<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang 2	1682.62	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang 4	2371.09	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang Selatan 1	1695.87	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Triang Selatan 2 (LADANG RASIONALISASI)	1641.91	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 01	2027.46	Not Certified	2019		2023	Yes	2024	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	20-Mar-24
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 02 (LADANG RASIONALISASI)	1279.82	Not Certified	2019		2023	Yes	2024	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	20-Mar-24

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<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	1880.15	Not Certified	2019		2023	Yes	2024	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	20-Mar-24
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	2258.75	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	2613.66	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	2076.09	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	2689.42	Certified	2017	2017	2022	No			

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	2934.70	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	2,486.83	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>		Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	2772.19	Certified	2017	2017	2022	No			

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<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>		Certified	2017	2017	2022				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	1465.45	Certified	2017	2017	2022	No			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Terapai 01	2169.07	Certified	2017	2017	2022	No			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chiku</i>		Certified	2018	2018	2022				
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM Chiku 04	2144.70	Certified	2018	2018	2022	No			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM Chiku 08	1931.57	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 2</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 2</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 2</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 03	2766.42	Certified	2018	2018	2022	No			
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVPI Keratong 3		Certified	2018	2018	2022				
Kompleks Keratong 3	Malaysia	Ladang FGVPM Keratong 11	1196.40	Certified	2018	2018	2022	No			
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh		Certified	2018	2018	2022				
Kompleks Kerteh	Malaysia	Ladang FGVPM Semaring 01	1246.47	Certified	2018	2018	2022	No			

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Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	111.95	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi		Certified	2018	2018	2022				
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPTR	2379.69	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 5	1382.79	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	894.79	Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai		Certified	2018	2018	2022	No			

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Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	55.91	Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir		Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	1877.33	Not Certified	2018	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	2178.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	1948.44	Certified	2018	2018	2022	No			

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Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	306.39	Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	1927.64	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 13	1643.63	Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	2,241.97	Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	1536.03	Certified	2018	2018	2022	No			

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Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A		Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	2073.16	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	1995.77	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 4	2749.24	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Aring A	Malaysia	Ladang FGVPM Aring 5	1393.24	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	2060.12	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07 (LADANG RASIONALISASI)	2249.29	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	2600.80	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	2192.37	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	1791.57	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	1180.41	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok		Not Certified	2018		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Chalok	Malaysia	Ladang FGVP Setiu 1	1618.55	Not Certified	2018		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 2 (LADANG RASIONALISASI)	1471.29	Not Certified	2018		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Serting	Malaysia	Kilang Sawit FGVP Serting		Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	1712.29	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24

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Kompleks Serting	Malaysia	Ladang FGVP Palong 17	2,153.52	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	1,949.80	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	1,476.75	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	2,169.50	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	1,344.42	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile	20-Mar-24

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										mapping issue	
Kompleks Serting	Malaysia	Ladang FGVP Tembangau 06	2410.65	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVP Jerangau Barat		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 1	1,957.59	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 2	1,392.78	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Chador 1	2709.05	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVP Kalabakan		Not Certified	2019		2023	Yes	2024	Suspension New	20-Mar-24

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										Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Selatan	2850.24	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Utara 01	2231.00	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 21	2,135.33	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 22	2,559.59	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 23	2,322.20	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 24	2,055.87	Not Certified	2019		2023	Yes	2024	Suspension New	20-Mar-24

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										Certification by RSPO CP	
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 26	1,845.40	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	1,755.29	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 28	2,784.35	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 31	1,895.19	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	1,763.39	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 33	2,111.90	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24

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Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 34	1,839.46	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 59	1,000.43	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Kilang Sawit FGVP Umas		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVP Umas 05	1772.49	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVP Umas 06	1473.91	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVP Kembara sakti		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 30	2,159.94	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 35	2,191.31	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 40	2,035.45	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 41	2,660.44	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 42	2,645.03	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 43	1,810.61	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 53	2,060.13	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang GGVP Sahabat 54	1768.08	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	2,580.72	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	3,706.15	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	2,243.27	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	2,497.25	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	348.21	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	3,649.68	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 51	2,545.89	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVP Sahabat 52	2,296.75	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVP Lancang Kemudi		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 36	3,493.95	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 38	2,622.28	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 39	2,284.67	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 44	1,501.90	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	2,086.96	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	2,176.55	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	2,504.40	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	2,042.53	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	2,386.31	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	1,774.81	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 20	1,815.30	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 25	2,249.45	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 56	1,897.24	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVS Sahabat 17	1,862.22	Not Certified			2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVP Baiduri Ayu		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Ladang FGVP Sahabat 09	2,038.00	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Ladang FGVP Sahabat 16	1,718.57	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	1,547.34	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	2999.50	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	2788.86	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	1,361.82	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	1,286.35	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Sempadi	Malaysia	Ladang FGVP Sempadi 04	2,009.90	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Sempadi	Malaysia	Ladang FGVP Sempadi 05	1,388.15	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Sempadi	Malaysia	Ladang FGVP Sempadi 06	1,761.90	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	2144.88	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	2023.47	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	1902.06	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24

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Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	2023.47	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	808.17	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	3267.10	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	1584.01	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	1167.50	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd		Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	North	3486.87	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

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TEOPP Mill	Malaysia	Central A	1813.32	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	Central B	1820.14	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	South	2689.59	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd		Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	1729.55	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	2330.03	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	2333.34	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

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Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	2140.24	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

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Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
NORTHERN REGION	Malaysia	Ladang FGVP Tawai 01	2209.97	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24

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NORTHERN REGION	Malaysia	Ladang FGVP Lawin	2,578.94	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
NORTHERN REGION	Malaysia	Ladang FGVA Chuping	127.85	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Paloh	Malaysia	Ladang FGVP Paloh	1,331.80	Certified			2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	14385.00	Not Certified	2021		2023	Yes	Na	Sold off (Completed 20 November 2023)	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	8193.06	Not Certified	2021		2023	Yes	Na	Sold off (Completed 20 November 2023)	

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; two (2) Minor nonconformities and one (1) Opportunity For Improvement raised. The FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2563525-202410-M1	Issued Date	18/10/2024
Due Date	16/01/2025	Closure Date	24/12/2024
Indicator & Category (Critical / Minor)	2.1.1 – Critical		
Statement of Nonconformity:	The compliance of applicable legal requirement related to DOE license was insufficiently demonstrated by Lepar Hilir POM.		
Requirement Reference:	The Unit of Certification complies with legal requirements		
Objective Evidence:	<u>FGVPI Lepar Hilir POM</u> Based on site visit at Algae Pond 3A, it was found that the effluent was continuously overflow on top of the pond bund for uncertain time. This is not in line with the DOE's License compliance schedule (license no. 003247, validity 01/07/2024 to 30/06/2025) Clause 12, which requires the mill to have a freeboard for at least 0.5 m.		
Corrections:	Built up bund nearby Algae's 3A pond as per specification with width of bund 15ft and height sufficient to maintain freeboard at least 0.5m.		
Root Cause Analysis:	Algae Pond 3A Bund has been eroded by the heavy rain flow that channelling through from nearby slopes and because of the buffalo activity appear routinely that damage the pond's bund at Kilang Sawit Lepar Hilir Effluent Pond System		
Corrective Actions:	<ul style="list-style-type: none"> - Assigning Person in Charge for Bund, Freeboard and Land Irrigation Pumping System monitoring - Develop checksheet for daily monitoring of pond bund condition, freeboard level, land irrigation pumping system - The fence will be erected nearby the effluent pond to prevent the buffalo from entering the area. 		
Assessment Conclusion:	<ul style="list-style-type: none"> - Memo for daily effluent pond monitoring by Chief Operation Officer (COO) FGVPI SB, Mr Othman Bin Zakaria date 25/11/2024. Verified Daily effluent pond monitoring logbook FVGPI Lepar Hilir POM. Conducted by Lab analyst, Mr Isnary Bin Abu Bakri as appointment letter as effluent monitoring, freeboard, water irrigation pump person in charge (PIC), Ref. No. (09) 4045/840/LH/PENDTADBIRAN, Date 25/11/2024. 		

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	<ul style="list-style-type: none"> - Bund repair works for Algae Pond 3A and 2A, PR No. 21183273, completed 24/12/2024. - As per observation and site visit, the bund has been completely repaired and evidently stop overflow effluent. - SPK No. 3301715218/21178722, Lara Seven Trade and Resources, contract timeframe 14/12/2024 – 13/01/2025 to provide labor, materias, tools and transportation for installation gate type G.I cyclone grip lock 5ft with height c/w pole concrete 3" x 3" x 6.5 ft with 10 ft gap surrounding effluent area, 1600 meter. During site visit, it was observed that installation of concrete pole for the fence has begun and expected to be completed by middle of January as per work order. The fences' purpose is to avoid encroachment by unknown buffalos from nearby village.
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Non-conformity			
NCR Ref #	2563525-202410-N1	Issued Date	18/10/2024
Due Date	Next Assessment Visit	Closure Date	"Open"
Indicator & Category (Critical / Minor)	2.2.2 – Minor		
Statement of Nonconformity:	Evidence of legal due diligence of contracted third parties were not effectively demonstrated.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
Objective Evidence:	<p><u>FGVPI Lepar Hilir POM</u></p> <p>Refer to July - September 2024 salary (nett), the salaries for three local workers employed by HNYs Resources were disbursed in cash, with payment vouchers provided as evidence. Upon further verification with the contractor, it was confirmed that while some workers were paid through bank transfers, others received their wages in cash.</p> <p>The current compliance process, which relies on monthly due diligence records, is inadequate in ensuring that the appointed contractor or service provider pays their workers through financial institutions.</p> <p>Consequently, this issue was not thoroughly evaluated. This practice does not align with the Employment Act 1955 (Amendment 2022), Section 25(1), which mandates that wages be paid through financial institutions.</p>		
Corrections:	The mill issued a notice to HYNs Resources and all other contractors on the enlightenment and needs of compliance to Employment Act 1955 (Amendment 2022), under section 25(1) which wages must be paid through financial institutions		
Root Cause Analysis:	Lack of understanding by contractor's representative to the Employment Act 1955 (Amendment 2022), under section 25(1), i.e. wages must be paid through financial institutions.		

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Corrective Actions:	<ul style="list-style-type: none"> - Briefing to the contractor on the requirement and compliance to Employment Act 1955 with regards to the method of payment for wages. - Procurement mill representative will monitor monthly on the evidence of contractor's employee wages were paid through financial institutions method
Assessment Conclusion:	To be verified during the next surveillance audit.

Non-conformity			
NCR Ref #	2563525-202410-N2	Issued Date	18/10/2024
Due Date	Next Assessment Visit	Closure Date	"Open"
Indicator & Category (Critical / Minor)	6.7.2 – Minor		
Statement of Nonconformity:	The management unable to demonstrate effective Emergency Response implementation for accident at workplace		
Requirement Reference:	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.		
Objective Evidence:	<u>FGVPI Lepar Hilir POM</u> During site visit, it was confirmed that there is no installation of an emergency shower and eye wash station near the boiler's chemical handling area. This is not in line with the recommendation of the CHRA Assessor as to install an emergency shower and eye wash station near the boiler's chemical handling area as part of Emergency Response in case if any accident happen during chemical usage at the boiler area.		
Corrections:	The Mill has installed an emergency shower and eyewash station near the boiler chemical handling area as recommended by the CHRA assessor.		
Root Cause Analysis:	Mill has provided 2 set of emergency shower and eyewash at water treatment plant and boiler chemical store where both stations involve with boiler chemical handling. However, there are no emergency shower and eyewash were provided at chemical handling point exactly at boiler station because of as per mill understanding of the CHRA recommendation "Tempat mencuci badan dan mata semasa kecemasan diperlukan berhampiran dengan kawasan bahan kimia dandang", two sets of emergency shower and eyewash at water treatment plant and boiler chemical store is sufficient without consider the distance from the boiler's chemical handling to the emergency shower and eyewash nearby.		
Corrective Actions:	Appointed Person in Charge to check and ensure the emergency showers and eyewash stations function properly on monthly basis.		
Assessment Conclusion:	To be verified during the next surveillance audit.		

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Opportunity for Improvements	
OFI #	Description
OFI 1	2563525-202410-I1 <u>Indicator 6.5.3</u> The new mother assessment will be made more comprehensive to better align with the RSPO P&C standard indicators by enhancing the content of the assessment form template.

Positive Findings	
PF #	Description
PF 1	Management demonstrates a clear and consistent commitment to sustainability, with well-documented policies and procedures that align with RSPO requirements
PF 2	Full compliance with all relevant legal and regulatory requirements was observed, with updated documentation and proper licenses in place

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2406643-202310-M1	Issued Date	13/10/2023
Due Date	12/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	3.6.1 – Critical		
Statement of Nonconformity:	The assessment of risks and procedures and control measures found not consistently implemented for operation of Tractor (transport of worker), Mini Tractor Grabber and Mist Blower.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	1) Sighted workers (more than 5) at Block A Housing were transported using mini tractors in Lepar Hilir 5 Estate found not consistent with Safety and Health Guideline for Transportation of workers (FGVPM/L3/GPK-016, Ver. 2.0, dated 04/03/2022. Definition Workers Transportation: Vehicle to transport worker-motorized vehicle use to transport workers from or to workplace included motorcycle, lorry, 4 WD, Mechanisation vehicle with trailer or having seat that workers can sit to transport workers. 2) Hirardc Form (FGV/PUC-OSH/F1.2 Pind.0) used to identify and assess hazard and risk from activities or process of Tractor, Mini Tractor, Badang, Toughfar and Mist Blower found no noise risk exposure assessment included in Lepar Hilir 8 Estate. 3) Hazard identification, risk assessment and determining control (Hiradc) form (FGV/FGVPM/F(IMS)/1.3 Pin 1) dated 02/08/2023 for activity or process of Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Graber found no noise risk exposure assessment included in Lepar Hilir 7 Estate.		

	<p>4) Inconsistency of control measure as sampled PPE Matrix Rev.02 in Lepar Hilir 7 Estate dated 01/03/2023 mentioned:</p> <p>a) Harvesting: Safety Helmet, Leather gloves, Rubber Shoes (High).</p> <p>b) Driver (Tractor): Safety helmet, Ear plugs, Safety Boots (Not Rubber shoes-stud).</p> <p>However, sighted during site visit drivers and group of harvesters (From India and Bangladesh) wearing Rubber Boots-stud with excuse of not comfortable for movement and sighted two Grabber driver wearing Rubber Shoes-Stud</p>
Corrections:	<p>1) PIC in-charge for HIRADC to be re-trained by SHO.</p> <p>HIRADC for Tractor (transport of worker), Mini Tractor Grabber and Mist</p> <p>2) Blower will be reviewed by the management unit and submitted to SHO for verification.</p>
Root Cause Analysis:	<p>HIRADC preparation and monitoring was done by incompetence personnel at management unit level due to staff movement/relocation at site level.</p>
Corrective Actions:	<p>1) All activities at site level will be enforce as per HIRADC</p> <p>2) Estate manager to ensure HIRADC is updated only by the staff which has been trained. Manager/SHO is responsible to review the final HIRADC</p>
Assessment Conclusion:	<p>(1)</p> <p>a) Training for all PIC by the estate manager on 13/12/2023 on revision of HIRADC.</p> <p>b) Revision of HIRADC for Transportation document number FGV/PUCOSH/F1.2 Pind 0 to increase the severity rate from 3 to 5</p> <p>(2)</p> <p>a) Revision for HIRADC for of Tractor, Mini Tractor, Badang, Toughfar and Mist Blower date 20/12/2023 to include noise risk exposure monitoring in the document FGV/PUC-OSH/F 1.2 Pind 0</p> <p>b) Noise risk assessment has been conducted by 13/12/2023 by Occumed consultancy service Sdn. Bhd c) Training for all PIC by the estate manager on 07/12/2023 on revision of HIRADC</p> <p>(3)</p> <p>a) Training for all PIC by the estate manager on 21/11/2023 on revision of HIRADC.</p> <p>b) Revision for HIRADC for activity or process of Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Graber dated 21/11/2023 to include noise risk exposure monitoring in the document FGV/FGVPM/F(IMS1.3 pind 1)</p> <p>c) training PPE for harvester and driver has been conducted on 23/11/2023</p> <p>d) PPE issuance records has been verified for safety shoes</p> <p>e) Revised PPE matrix which all driver need to wear safety boots and while for harvester, they can choose either low boot with studs or high boots</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>It was confirmed that Regional Safety Officer has conducted centralized HIRADC review training for PIC at all estates on 13/12/2023 and refresher training on 19/07/2024. Sighted pictorial evidence and training materials.</p> <p><u>FGVPM Lepar Hilir 05</u></p>

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	<ul style="list-style-type: none"> Estate has established HIRARC preparation procedure as per FGV/FGVPM/11/IMS/15/001, endorsement date on 01/11/2021. Noted that it was reviewed on 19/07/2024. During interview session with harvesters, they confirmed that they were transported to assigned field by designated lorry for workers transportation. <p><u>FGVPM Lepar Hilir 08</u></p> <ul style="list-style-type: none"> HIRARC was last reviewed on 02/01/2024 for all operation activities on yearly basis. It was noted HIRARC for of Tractor, Mini Tractor, Badang, Toughfar and mist Blower date 20/12/2023 has been included and noise risk exposure monitoring requirement has been updated. Noise Risk Assessment (NRA) then conducted on 13/12/2023 by third party assessor and the report concluded that Rotoslasher Driver and Mist Blower Operator were exposed above noise limit and required to conduct audiometric test accordingly and attending annual conservation training. <p><u>FGVPM Lepar Hilir 07</u></p> <ul style="list-style-type: none"> HIRARC documents updated on 19/07/2024 has identified Tractor, Mini Tractor, Badang, Toughfar, Mini Tractor Graber activity and each noise risk monitoring requirement and later conducted Noise Risk Assessment (NRA) on 13/12/2023, Doc. No. HQ/18/PEB/00/00022-2023/051 by external party with DOSH Reg. No. HQ/18/PEB/00/00022. Result of the assessment found that all assessed works unit except power barrow operator were exposed to high noise and required to conduct audiometric test accordingly. During a site visit to the pruning activity at PM15V, it was observed that all workers were wearing the appropriate personal protective equipment (PPE), including helmets, protective clothing, gloves, sickle covers, and safety shoes. This observation is consistent with the PPE matrix established for pruners. <p>Verification made during audit found that there is no re-occurrence of previous Major Non-conformity. Hence, it remained closed.</p>
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Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2406643-202310-M2	Issued Date	13/10/2023
Due Date	12/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	3.8.12 – Critical		
Statement of Nonconformity:	Inaccurate figure was found in the mass balance accounting.		
Requirement Reference:	<u>Record keeping</u> 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.		
Objective Evidence:	Based on mass balance records in "Laporan Tahunan CPO ISCC/RSPO/MSPO 2022", it was noted that there is a dispatch of 293.19 mt of RSPO certified CPO [buyer ref.:		

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	MPCPO(R)]. However, in the PalmTrace system the quantity announced was 250.36 mt [ID no.: TR-2fe4c940-acab, dated 02/11/2022].
Corrections:	Mill to recheck and corrected the data entry in the accounting system.
Root Cause Analysis:	Volume diversion amounting 42.87mt was not captured in the mill accounting system. Although the volume diversion has been communicated to the mill by FGVT after the dispatch has been done, the update has been missed out by the mill because the communication is done by phone call only and moreover, the diversion occurred on Sunday.
Corrective Actions:	<ol style="list-style-type: none"> 1) Communication between Logistic department and mill to be improved (ie: instruction need to be recorded either by email, WhatsApp etc) for easier tracking 2) Continuous monitoring by the PIC (traceability) at mill's level. Any latest instruction from Logistic Department needs to be monitored
Assessment Conclusion:	<p>Verification statement</p> <ol style="list-style-type: none"> 1. Revision has been made by the management in the Laporan CPO ISCC/RSPO/MSPO Month September 2022 to align the total amount sold and announce in the palm trace which are 250.36mt. This is due to diversion. 2. The management of Lepar Hilir POM has established systems to monitor the records in Mass Balance and announcement in the palm trace in the document "crosscheck palm trace announcement". Sample has been taken for month September'23 and October'23 3. Communication with the FGVT (Logistic) sighted dated on 21/12/2023 requesting for any amendment/rejection/diversion of CPO/PK sold
Effectiveness Closure (for previous audit closed Critical NC):	<p>FGVPISB Lepar Hilir Palm Oil Mill has maintained accurate, complete, up-to-date, and accessible records and reports in accordance with RSPO Supply Chain Certification requirements.</p> <p>Mass balance recording is managed through the use of the "LAPORAN TAHUNAN BTS ISCC/RSPO/MSPO (Tahun)" [Annual Report of FFB ISCC/RSPO/MSPO (Year)], a computerized system that tracks the movement of certified and non-certified materials and products. Upon verification of the mass balance recording, it was confirmed that there are no discrepancies between dispatch amount in their manual record with quantity announced in the PalmTrace system.</p> <p>Verification made during audit found that there is no re-occurrence of previous Major Non-conformity. Hence, it remained closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2406643-202310-M3	Issued Date	13/10/2023
Due Date	12/01/2024	Closure Date	26/12/2023
Indicator & Category (Critical / Minor)	6.2.1 – Critical		
Statement of Nonconformity:	The applicable union collective agreements related to conditions of overtime was found against the actual implementation by the estates.		

Requirement Reference:	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.
Objective Evidence:	Based on the Collective Agreement (CA) between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) with FGVPMSB Peninsular Workers Union (Perjanjian Bersama Antara FGV Plantations (Malaysia) Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung); CA period: 1st January 2022 to 31st December 2024; COG. # 298/2022; Registered date: 01 December 2022, it was found that the conditions of Sub-Article 29.2 under Article 29 - Overtime Work was against the actual implementations of FGVPMSB Estates that requires workers written agreement prior to overtime work offered by the management.
Corrections:	Revision of the applicable clause in the Collective Agreement (CA) to suit the current implementation at the estate.
Root Cause Analysis:	Collective Agreement (CA) was developed without alignment with latest Group Sustainability Policy.
Corrective Actions:	Collective Agreement (CA) will be reviewed and checked by Group Sustainability Division/relevant department prior implementation at business unit level.
Assessment Conclusion:	<p>Verification statement</p> <ol style="list-style-type: none"> 1. Minutes meeting with union representative sighted and verified where the amendment of Clause 29.2 has been discussed and agreed by the union representative. Meeting conducted on 17/10/2023. 2. Memo that disseminates to all operating units dated 18/10/2023 that has been signed by the Mr Rahimi Hissan, Chief Executive Office for FGVPMSB to mention the amended of Clause 29.2. 3. The amendment is still pending at the industrial courts as per email sent by Human Resources Department dated 21/12/2023. 4. Interview with the sample workers confirmed that there is no force overtime has been practices and all the workers has rights to reject any overtime offered.
Effectiveness Closure (for previous audit closed Critical NC):	<p>The implementation of the corrections taken and planned corrective actions has been verified to be sufficient and effective, as evidenced by the following:</p> <ol style="list-style-type: none"> 1. Overtime Consent Forms: The overtime consent forms for October 2023, February 2024, and September 2024 were reviewed and found to be duly completed and signed by the respective workers, with management acknowledgment. 2. Continuous Briefing: Respective operating unit management has conducted continuous briefings on the overtime process to ensure all workers understand that overtime is voluntary and that there are no penalties for declining overtime work. Based on the documentation review, it is verified that the briefing records at the respective operating units are properly maintained. 3. Worker Interviews: Interviews with a sample of workers confirmed that no forced overtime practices are in place. Workers retain the right to decline any overtime offered. They reported that management first offers overtime, and only those willing to work overtime complete the consent form. Even if workers initially consent but later decide not to work overtime, they face no coercion or penalties from management. 4. Collective Agreement Status: The Collective Agreement (CA) between FGV Plantations (Malaysia) Sdn. Bhd. (FGVPMSB) and the FGVPMSB Peninsular

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	<p>Workers Union, covering the period from January 1, 2022, to December 31, 2024 (COG. # 298/2022, registered on December 1, 2022), is still pending at the industrial courts, as per the Human Resources Department's email dated December 21, 2023.</p> <p>No similar non-compliance issues were identified during the Annual Surveillance Assessment (ASA 1_2). Therefore, the Major Non-Conformance (NC) raised during the previous Annual Surveillance Assessment (ASA 1_1) remains closed, affirming the effectiveness of the corrections taken and implemented planned corrective actions.</p>
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Previous Audit Minor Non-conformity			
NCR Ref #	2406643-202310-N1	Issued Date	13/10/2023
Due Date	18/10/2024	Closure Date	18/10/2024
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	The verification of the authenticity of the information obtained from the indirectly sourced FFB was not adequately demonstrated.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	The mill has obtained all the required information and evidence listed in Indicator 2.3.1 of the indirectly sourced FFB. However, information such as GPS coordinates was not validated. As for example, the GPS coordinates given by an indirect FFB supplier (Mr Yap Poh Phing) is 3.542435, 103.141605. However, there was no validation made by the mill whether or not the information is authentic according to the supplier's land title.		
Corrections:	<p>1) Mill to appoint designated personnel to validate the information (geo-coordinate) received from indirectly sourced FFB supplier by using reliable validation tools.</p> <p>The verified geo-coordinate will be updated and recorded in the mill's record.</p>		
Root Cause Analysis:	There is no proper mechanism to validate the information received from indirectly sourced FFB supplier.		
Corrective Actions:	Information received from indirectly sourced FFB supplier will be verified and validate by the PIC using available online tools (i.e. Google Earth).		
Assessment Conclusion:	<p>As confirmed with management and stakeholder consultation session, it was noted that FGVPISB Lepar Hilir has stopped received all indirect FFB suppliers due to their commitment for EUDR compliance since September 2024 which memo by FGV's HQ was available and reviewed. Thus, no indirect FFB suppliers has been found during the audit.</p> <p>Hence, no reoccurrence of minor non-conformity is found.</p>		

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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 2406643-202310-I1 <u>Indicator 2.1.3</u> The maintenance boundary marking to be further enhanced and more visibly seen at boundary adjacent to community area such as school and cemetery area.</p> <p>Verification / Follow-up actions: Site verification at sample of boundary with adjacent communities such as FELDA's settler's land area, school and shophot were found that the marking of estate's area was clearly visible as per sample as following: - LH06E boundary stone with Felda Lepar Hilir 1 Settler's Plot; GPS: 103° 0' 46.8" E; 3° 36' 13.5" N - LH08E boundary stone with Felda Lepar Hilir 1 Settler's Plot; GPS: 103° 0' 46.8" N; 3° 35' 13.3" E</p>
OFI 2	<p>OFI Statement: 2406643-202310-I2 <u>Indicator 3.1.3</u> The minutes of the management review meeting can be further improved by ensuring all the agenda stated in the standard guidance are included.</p> <p>Verification / Follow-up actions: The document review session confirmed that each operating unit within FGVPISB Lepar Hilir Palm Oil Mill's supply bases has conducted Management Reviews accordingly. These reviews cover discussions on the results of internal audits, stakeholder feedback, safety and environmental performance, the status of preventive and corrective actions, and any recommendations for improvement.</p>
OFI 3	<p>OFI Statement: 2406643-202310-I3 <u>Indicator 7.11.3</u> The minutes of the management review meeting can be further improved by ensuring all the At Lepar Hilir 08 Estate, the engagement of adjacent stakeholders on fire prevention and control measures can be further improved by ensuring all of them are included</p> <p>Verification / Follow-up actions: Document review and stakeholder interview session found that engagement with adjacent stakeholders on fire prevention and control measures generally conducted during estate's individual external stakeholder consultation meeting as information below: - LH06E: Stakeholder engagement on fire prevention and control measures dated 14/08/2024 and 26/09/2023 - LH08E: Stakeholder engagement on fire prevention and control measures dated 13/03/2024 - LH07E: Stakeholder engagement on fire prevention and control measures dated 10/06/2024</p>

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	LH05E: Stakeholder engagement on fire prevention and control measures dated 06/06/2024 and 29/05/2024 for internal stakeholders. Previous sessions conducted overall in LH05E community hall dated on 13/09/2023
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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)
2262423-202210-M1	Critical	2.1.1	22/10/2022	Closed on 06/01/2023
2262423-202210-N1	Minor	6.7.2	22/10/2022	Closed on 13/10/2023
2262423-202210-N2	Minor	3.4.2	22/10/2022	Closed on 13/10/2023
2406643-202310-M1	Critical	3.6.1	13/10/2023	Closed on 26/12/2023
2406643-202310-M2	Critical	3.8.12	13/10/2023	Closed on 26/12/2023
2406643-202310-M3	Critical	6.2.1	13/10/2023	Closed on 26/12/2023
2406643-202310-N1	Minor	2.3.2	13/10/2023	Closed on 18/10/2024
2563525-202410-M1	Critical	2.1.1	18/10/2024	Closed on 24/12/2024
2563525-202410-N1	Minor	2.2.2	18/10/2024	"Open"
2563525-202410-N2	Minor	6.7.2	18/10/2024	"Open"

3.4 Stakeholders and previous land owner / user consultation

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. 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)
Union	Workers union representative	Face-to-face interview
Internal	Gender committee representative	Face-to-face interview
External	Smallholder, Tan Hup	Face-to-face interview

Governmental Department	Sekolah Menengah Lepar Hilir	Face-to-face interview
Governmental Department	Tabika Kemas (F) Lepar Hilir 05	Face-to-face interview
Contractor	HNYS Resources	Face-to-face interview
Stakeholders comment		
1	Feedback: Workers union representative	
	During the stakeholder meeting, it was informed by the representative that regular meetings between the respective estate/mill management and union committee are conducted to address any matters arising from the workers. Workers' welfare, including housing, salary payment, and benefits, are well taken care of by the respective estate/mill management. During the interview, it was also mentioned that the workers fully understand the process of overtime work offers, which are on a voluntary basis, with no force by the management.	
2	Feedback: Gender committee representative	
	The gender committee representative mentioned that they receive support from the respective operating unit management, especially when proposing to organize any programs. They also noted that the management continuously briefs them on the importance of the roles of women in the organization and their rights in the workplace. The workers, especially female workers, understand the complaint and grievance channel established by the management and know with whom they can communicate if there is any issue to be highlighted, particularly sensitive issues concerning female workers. However, to date, no sensitive or harassment cases have occurred at any operating unit. The workplace is very safe for female workers.	
3	Feedback: Smallholder (Tan Hup)	
	Based on the feedback, the FFB sold to the ramp and the mill receive different prices based on the delivery location. The price for FFB sold to the mill is determined according to the daily rates set by MPOB, while the price for deliveries to the ramp is fixed. The smallholder has signed a contract agreement with the mill and has been actively delivering his FFB for approximately two years. He also mentioned that he understands the complaint and grievance channel established by the management and knows with whom he can communicate if there is any issue to be highlighted. However, he stated that the relationship with the mill is good until today.	

	<p>Will keep maintaining the good practise and will improve further in giving support to all smallholders.</p> <p>Audit Team Findings:</p> <p>No further issue.</p>
4	<p>Feedback: Teacher (Sekolah Menengah Lepar Hilir)</p> <p>The teacher has been at Sekolah Menengah Lepar Hilir for almost five years. According to him, there are around 100 students from the estates and mill attending the school. The estate maintains a good relationship with the school, contributing the use of a van for school activities such as Sports Day. There are no significant issues regarding student absenteeism, as management has provided free school buses for the children of FGV staff. Additionally, it is confirmed that there are no mill or estate activities affecting the school.</p> <p>Audit Team Verification and Response:</p> <p>Management Responses:</p> <p>Will keep maintaining the good practise and will improve further in giving support to all stakeholders.</p> <p>Audit Team Findings:</p> <p>No further issue.</p>
5	<p>Feedback: Teacher (Tabika Kemas (F), Lepar Hilir 05)</p> <p>She has been a teacher at the KEMAS kindergarten in Lepar Hilir 05 for three years. The relationship between the kindergarten and the Lepar Hilir 05 estate is good, as she is invited to attend internal stakeholder meetings held twice a year. The estate also contributes by providing a roof for the stairs, which helps in creating enriched learning environments and providing additional opportunities for students. This proactive support from the estate management demonstrates a commitment to fostering a positive relationship with the community and contributing to the holistic development of young learners. She also mentioned that she understands the complaint and grievance channel established by the management and knows with whom she can communicate if there is any issue to be highlighted. However, she stated that the relationship with the mill is good until today.</p> <p>Audit Team Verification and Response:</p> <p>Management Responses:</p> <p>Will keep maintaining the good practise and will improve further in giving support to all stakeholders.</p> <p>Audit Team Findings:</p> <p>No further issue.</p>
6	<p>Feedback: Contractor (HNYS Resources)</p> <p>In an interview with the representative, it was noted that the mill management and the contractor have a very good relationship. The mill has also given briefings to the contractor before starting their services in the estate. The contractor has provided PPE to their workers as per the estate management's requirements. According to the contractor, the tendering process is conducted at the Wilayah level, and payment is processed by the HQ. He also mentioned that he understands the complaint and grievance channel established by the management and knows with whom he can communicate if there is any issue to be highlighted. He also stated that the relationship with the mill is good until today.</p> <p>However, during the interview, it was confirmed that three local workers were paid in cash instead of by bank transfer. This was also confirmed during the review of the contractor's employees' payment slips.</p> <p>Audit Team Verification and Response:</p> <p>Management Responses:</p>

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	Management is aware of the issue and has informed the contractor to take immediate action. Audit Team Findings: Issue has been raised as Minor NC (Ref. No. 2563525-202410-N1) at Indicator 2.2.2.
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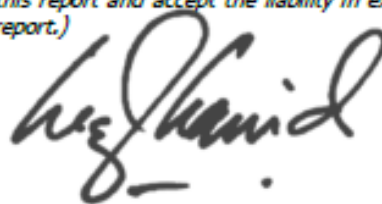
List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not Applicable					

Previous land owner / user comment	
	Feedbacks: N/A Audit Team verification and response: Based on comprehensive desktop studies, documentation reviews, and records reviews, there is no evidence of land ownership by other users or any customary rights associated with the land currently under oil palm operations. The Unit of Certification is in its third generation of planting, with the current landowner holding the property for over 25 years. A review of the complaint and grievance records during audits confirms that there have been no issues related to land conflict involving this Unit of Certification. Furthermore, interview records from previous and current assessments, including those with local communities, as maintained by BSI MY, indicate that there are no ongoing or historical conflicts related to the land in question. As a precaution, the CB maintains a mechanism to identify and consult any interested parties should any claims or rights be identified in the future. This includes keeping track of all consultations conducted during the certification cycle to ensure comprehensive coverage.

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: FAHMI BIN OTHMAN	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI SERVICE (MALAYSIA) SDN BHD	Company Name: FGV HOLDINGS BERHAD
Title: CLIENT MANAGER	Title: GENERAL MANAGER, SUSTAINABILITY
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 24/12/2024	Date: 31/12/2024

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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 -	<p>FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08 are adopting the established procedure, "Komunikasi, Penglibatan dan Rundangan," (Doc. No. FGV/FGVPM/II/IMS/15/006, Ver. No. 2.0, dated 01/11/2021). FGVPI Kilang Sawit Lepar Hilir is also adopting the "Komunikasi, Penglibatan dan Rundangan" procedure with Doc. No. ML-1A/L2-Pr12(0) dated 01/06/2016.</p> <p>The objective of both SOPs is to establish an effective system for communication between the company and stakeholders. The types of communication listed in the procedure include management to employees and vice versa via morning muster, notice board, suggestion box, and workers' representatives. The communication process with external stakeholders, media, and contractors is also detailed in the procedure.</p> <p>The procedure includes a list of documents that are made publicly available, such as meeting minutes, OSH plan, HCV report, policies, SEIA, and others, which are available upon request.</p> <p>This procedure was briefed to stakeholders during the RSPO stakeholder meeting, with the latest briefing conducted on 13/09/2023.</p>	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	Documents containing relevant information are available to stakeholders in both Bahasa Malaysia and English. These	Complied

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	<p>- Minor compliance -</p>	<p>documents were disclosed, as evidenced by the presentation materials presented during the external stakeholders' meeting on 13/09/2023 at Dewan FGV Ladang Lepar Hilir 05, Gambang, 26050 Kuantan, Pahang. This meeting involved FGVPI Kilang Sawit Lepar Hilir, together with FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08.</p> <p>Additionally, a meeting with contractors, including FGVPI SB Kilang Sawit Lepar Hilir on 30/05/2024, included discussions and information on RSPO/MSPO requirements, company policies, and feedback from contractors. These documents are also communicated internally during stakeholder meetings and training sessions.</p> <p>During the site visit, it was verified that some of the documents were displayed on notice boards throughout FGVPI SB Lepar Hilir Palm Oil Mill and all audited estates. The list of documents available upon request includes:</p> <ul style="list-style-type: none"> • Land titles • Complaints and grievances procedure • Group Sustainability Policy • OSH policy and plan • EIA report and environment management plan • SIA report and social management plan • Biodiversity assessment and HVC area • List of stakeholders <p>Policies & guidelines were also available in the company's website via link as following:</p>	
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		https://www.fgvholdings.com/sustainability/policies-guidelines/	
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>All operating units within the FGVPI Lepar Hilir POM Unit of Certification implemented the 'Buku Rekod Penerimaan Surat & Email' and 'Borang Aduan Kerosakan (BA 1)' to record any requests from external stakeholders. The Receiver and Manager will acknowledge and respond if necessary.</p> <p>Requests made by workers are mainly related to house repairs and official internal requests by the Region/Head Office. These records are maintained in the Complaint/Grievance Form and/or in meeting minutes. Management has responded in a timely manner, with evidence of complaints or requests being attended to. For example:</p> <p>FGVPM Ladang Lepar Hilir 06: On 04/09/2024, the Unit Tekno-Ekonomi of MPOB emailed the estate requesting information on the status of mechanization and productivity for the year 2024. On 05/09/2024, the estate responded to the email with the required information.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08 are adopting the established procedure, "Komunikasi, Penglibatan dan Rundingan" (Doc. No. FGV/FGVPM/II/IMS/15/006, Ver. No. 2.0, dated 01/11/2021). FGVPI Kilang Sawit Lepar Hilir is also adopting the "Komunikasi, Penglibatan dan Rundingan" procedure with Doc. No. ML-1A/L2-Pr12(0) dated 01/06/2016.</p> <p>The objective of both SOPs is to establish an effective system for communication between the company and stakeholders. The types of communication listed in the procedure include management to employees and vice versa via morning muster, notice board, suggestion box, and workers' representatives. The communication process with external stakeholders, media, and contractors is also detailed in the procedure.</p>	Complied

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		<p>This procedure is applicable to all employees, stakeholders, and the public. These documents are documented, made available, and briefed to all stakeholders during stakeholder meetings/consultations by a nominated representative, and also displayed on the main notice boards. This procedure was briefed to stakeholders during the RSPO stakeholder meeting, with the latest briefing conducted on 13/09/2023.</p> <p>During the audit, appointment letters for nominated representatives responsible for handling communication issues in each operating unit were sighted. These representatives play a vital role in implementing the communication procedures effectively. The nominated representatives of the mill and estate within the UoC are as follows:</p> <ul style="list-style-type: none">• Kilang Sawit Lepar Hilir: Appointment letter of Communication Officer (Ref No. (04)4045/LH/PEGAWAI KOMUNIKASI RSPO/MSPO), dated 12/06/2023.• FGVPM Ladang Lepar Hilir 06: Appointment letter of Communication Officer (Ref. No. Bil. (31) 275/FGVPM/RSPO/E.6) dated 01/08/2024.• FGVPM Ladang Lepar Hilir 07: Appointment letter of Communication Officer (Ref. No. (20)RSPO/MSPO/ISCC), dated 14/02/2024.• FGVPM Ladang Lepar Hilir 08: Appointment letter of Communication Officer (Ref. No. Bil. (03) RSPO/613/E6) dated 15/01/2024.• FGVPM Ladang Lepar Hilir 05: Appointment letter of Communication Officer & Social (Ref. No. (05) RSPO/274/2024), dated 05/02/2024.	
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1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08 have site-specific lists of stakeholder contacts as well as their nominated representatives. Among the stakeholders listed are government agencies such as the Labour Department, Immigration Department, Fire Department, Police Station, and Health Department. Also included are neighbouring estates and smallholders, neighbouring villages, schools, canteen/shop operators, suppliers, contractors, and others. The respective stakeholder lists for each operating unit were updated by the respective operating unit management, with the latest update in August 2024.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	FGVPI SB Kilang Sawit Lepar Hilir Unit of Certification (UoC) strictly adheres to the Anti-Bribery Policy Statement (Doc. No: FGV/GGD/POL/004 Rev. No. 3.0, dated 18/01/2024). This policy reflects FGV's unwavering commitment to upholding the highest standards of ethical conduct and integrity in its business operations to prevent corruption and bribery. The Anti-Bribery Policy Statement is accessible for download by employees and the general public on the FGV Holdings website (www.fgvholdings.com). Furthermore, it is prominently displayed on main notice boards throughout the certification unit, ensuring widespread awareness and visibility. In addition to the Anti-Bribery Policy, the company has also established a comprehensive Code of Business Conduct and Ethics (CoBCE) for Employees (Doc. No.: FGV/GHR/POL/039, dated 01-Jan-2020). This code encompasses various aspects of ethical behaviour and integrity, outlining the expected standards of conduct for all employees within the organization. Furthermore, the company has developed a Supplier Code of Conduct (SCOC),	Complied

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		<p>available on the company's website (Doc. Version: 01-May-2020). This code sets out the business ethics and integrity standards that all suppliers associated with FGV Holdings Berhad are required to adhere to.</p> <p>The policy was socialized to the workers at FGVPI Kilang Sawit Lepar Hilir on 14/08/2024, FGVPM Ladang Lepar Hilir 06 on 04/03/2024, FGVPM Ladang Lepar Hilir 08 on 04/03/2024), FGVPM Ladang Lepar Hilir 07 on 14/08/2024), and FGVPM Ladang Lepar Hilir 05 on 23/07/2024.</p>	
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>To ensure overall compliance with the policy and ethical business practices, the UoC employs three key documents launched on 13-May-2019:</p> <ul style="list-style-type: none"> • Corporate Governance & Business Integrity Blueprint Governance • Integrity & Anti-Corruption Manual • Anti-Bribery Management Systems (ABMS) <p>These documents serve as comprehensive guidelines for upholding corporate governance, integrity, and preventing corruption within the organization. They outline the necessary procedures and controls to ensure compliance with ethical standards.</p> <p>Furthermore, the entire FGV Group obtained certification for the Anti-Bribery Management System Standard (ISO 37001:2016) – Certificate No. ABMS 00142, valid until 16/12/2025. This certification demonstrates the company's commitment to implementing effective anti-bribery measures and maintaining a robust management system to prevent bribery and corruption.</p> <p>In addition to the above, an annual sustainability internal audit is conducted to assess and determine compliance with the policy and</p>	Complied

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		<p>ethical practices. This audit evaluates the company's adherence to sustainability objectives and ensures that policies and practices are being effectively implemented.</p> <p>The company also emphasizes compliance through agreements and the Supplier Code of Conduct (SCOC) with contractors. These agreements and codes outline the expectations for ethical conduct and integrity for all contractors working with the company. By adhering to these agreements and codes, the company promotes ethical behaviour throughout its supply chain.</p>	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>Compliance demonstrated by certification unit within Lepar Hilir POM (LHPOM) and its supply base i.e. Lepar Hilir 05 Estate (LH05E), Lepar Hilir 06 Estate (LH06E), Lepar Hilir 07 Estate (LH07E) and Lepar Hilir 08 Estate (LH08E) with evidence of permits and licenses as per samples as following:</p> <ul style="list-style-type: none"> - LH06E: MPOB License # 559043002000; Licensed activity: Sales & Transfer; Oil palm product: FFB #; Validity period: 01/03/2024 – 29/02/2025; Estate area: 2,647.02 ha - LH06E: KPDN Scheduled Control Goods Special Permit Serial # PK/2024/P/C-000244; Ref. # KPDNPHG.600-8/5/52; Type: RON95; Quantity limit: 200L/day; Validity period: 02/06/2024 – 01/06/2025 - LH06E: KPDN Scheduled Control Goods Special Permit Serial # C003475 Ref. # PHG/PD/K/19/2018; Type: Diesel-From licensed supplier; Quantity limit: 10,000L; Validity period: 16/11/2021 – 15/11/2024 	Non-compliance

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		<ul style="list-style-type: none"> - LH08E: MPOB License # 558970002000; Licensed activity: Sales & Transfer; Oil palm product: FFB #; Validity period: 01/03/2024 – 28/02/2025; Estate area: 1,401.86 ha - LH08E: KPDN Scheduled Control Goods Special Permit Serial # PK/2024/B/C-000478 Ref. # KPDNPHG.600-8/5/326; Type: RON95; Quantity limit: 100L/day; Validity period: 02/09/2024 – 01/09/2025 - LH08E: BOFA/AED Competency Cert. (BOFA Red Card) # SAC-222-6029; Expiry date: 01/04/2025 - LHPOM: DOE License # 003247; Compliance Schedule Ref. # JAS.CHQ600-3/1/2/43 Jilid2(9); Validity period: 01/07-2024 – 30/06/2025; POME final discharge method: Land application; Max processing capacity: 54mt/hr; Max POME discharge volume: 1,296m³/d - LHPOM: Steam Engine Driver Grade 2; Reg. # PA/60/2013; Serial # 030682; Issue date: 26/09/2013 - LHPOM: DOSH AGTES Competency Slip Registration # HQ/22/AGTES/00/15966; Validity period: 19/06/2024 – 27/02/2026 - LHPOM: DOSH AESP Training Acknowledgement Card Serial # NW-ECRO-AE-R-6483-V; Expiry date: 11/09/2025 - LHPOM: DOSH Steam Header Certificate of Fitness # PH-PMT-5566; Validity period: 03/07/2024 – 02/10/2025 - LHPOM: Energy Commission License for Private Installation License # 2023/04092; Serial # 65105; Max installed capacity: 3,600 kW; Validity period: 01/01/2024 – 31/12/2024 - LHPOM: KPDN Scheduled Control Goods Permit # PBKB/2024/B/C-000133; Ref. # KPDNPHG.600-8/3/145; Type: 	
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		<p>Diesel (Euro 2M); Quantity limit: 25,000L; Validity period: 03/05/2024 – 02/05/2027</p> <ul style="list-style-type: none"> - LHPOM: Pahang Water and Energy Resources Sdn. Bhd. Water Resource Consumption Certificate Serial # 0025; A/C # 0321010007; Validity period: 01/01/2024 – 31/12/2024 - LHPOM: MPOB license # 500205504000; License activity: Sales and transfer; Palm oil product: SPO#; License activity: Storage; Palm oil product: PK, CPO, SPO#; License activity: Milling; Palm oil product: FFB#; Validity period: 01/04/2024 – 31/03/2025; Max annual FFB: 259,200mt - LH07E: MPOB License # 619817002000; Licensed activity: Sales & Transfer; Oil palm product: FFB #; Validity period: 01/11/2023 – 31/10/2024; Estate area: 2,317.04 ha -> renewal done as per payment receipt # Ref2-00143845 dated 28/09/2024 - LH07E: KPDN Scheduled Control Goods Special Permit # PK/2024/B/C-000434; Ref. # KPDNPHG.600-8/5/305; Type: Diesel; Quantity limit (Storage): 0 L/Day (Unlimited via pump station); Type: RON95; Quantity limit (Storage): 100 L/Day; Validity period: 02/08/2024 – 01/08/2025 - LH05E: MPOB License # 559601002000; Licensed activity: Sales & Transfer; Oil palm product: FFB #; Validity period: 01/04/2024 – 31/03/2025; Estate area: 2,889.54 ha - LH05E: MPOB License # 569156011000; Licensed activity: Production, Sales & Transfer, Storage; Oil palm product: SLGBIJI, SLGTISU #; Validity period: 01/02/2024 – 31/01/2025 - LH05E: Pahang Water and Energy Resources Sdn. Bhd. Water Resource Consumption Certificate Serial # 0036; A/C # 0321010014; Validity period: 01/01/2024 – 31/12/2024 	
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		<ul style="list-style-type: none"> - LH05E: DOSH Air Receiver Certificate of Fitness # PH-PMT-82059; Validity period: 05/03/2024 – 03/06/2025 - LHPOM: KPDN Scheduled Control Goods Permit # PK/2024/B/C-000412; Ref. # KPDNPHG.600-8/5/53; Type: Diesel; Quantity limit (Storage): 0 L/Day (Unlimited via pump station); Type: RON95; Quantity limit (Storage): 145 L/Day; Validity period: 15/07/2024 – 14/07/2025 <p>Notwithstanding, based on site visit at Algae Pond 3A, it was found that the effluent was continuously overflow on top of the pond bund for uncertain time. This is not in line with the DOE's License compliance schedule (license no. 003247, validity 01/07/2024 to 30/06/2025) Clause 12, which requires the mill to have a freeboard for at least 0.5 m.</p> <p>This indicated that the compliance of applicable legal requirement related to DOE license was insufficiently demonstrated by Lepar Hilir POM. Hence a Major nonconformity was raised.</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>FGV has established an SOP Perundangan Kelestarian SOP. No. FGV/GSD-SR/SOP/16 Ver. 0.0, date 28/06/2022 to track changes, monitoring, implementation, and compliances of legal and other requirement.</p> <p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legislation, Other Requirements and Compliance Assessment.</p> <p>The applicable legal requirements for the mill and estates were maintained in the documented register of Legislation, Other Requirements and Compliance Assessment); Document Number: FGV/FGVPM/II/IMS/15/002 which was last updated on 11/11/2021. The register included with info on the following:</p> <ul style="list-style-type: none"> • Legal and Other Requirements 	Complied

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		<ul style="list-style-type: none"> • Enforcer Body • Main requirement • Enforcement standard • Penalty (RM) • Responsible Departments • Compliance status <p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office. Verified the latest review of List of Legal and Other Requirement conducted on 09 – 10/11/2023 with changes on applicable legal as per sample Legal Register and Acts Reference List as following:</p> <ul style="list-style-type: none"> - Lepar Hilir 06 Estate: Latest update # FGV/GSD – SR/LR0127 (Children Act 2001); Update: 30/09/2024 & # FGV/GSD – SR/LR0128 (Enakmen Sumber Air Negeri Pahang 2007); Update: 13/10/2024 - Mechanism conducted via internal checking and monitoring including agronomist visit latest dated on 07/05/2024 - LHPOM form # FGV/GSD-SR/LR 0089; Update: 27/03/2023 	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>All estates maps clearly showing the estates boundary as per sample as following:</p> <ul style="list-style-type: none"> - LH06E boundary stone with Felda Lepar Hilir 1 Settler's Plot; GPS: 103° 0' 46.8" E; 3° 36' 13.5" N - LH08E boundary stone with Felda Lepar Hilir 1 Settler's Plot; GPS: 103° 0' 46.8" N; 3° 35' 13.3" E - LHPOM boundary stone as per Report for Boundary Stone LHPOM; Date: 01/07/2024 	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			

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2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The stakeholder lists, which include the names and addresses of contractors, their contact persons, and contact numbers, are maintained by each operating unit. Each operating unit's management is responsible for updating their respective stakeholder lists. The most recent update was completed in August 2024.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Based on the documentation review, it is verified that all contracts, including those for FFB supply signed with FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08, contain specific clauses on meeting applicable legal requirements. Specific clauses on meeting applicable legal requirements are included in the FGV Supplier Code of Conduct (SCOC), which is signed together with the contract documents (Surat Perintah Kerja – SPK) by all contracted third parties. The contracts explicitly require contractors to comply with all FGV policies, procedures, and applicable laws. This was verified in documents signed with the following contractors:</p> <p><u>FGVPI Kilang Sawit Lepar Hilir</u></p> <ul style="list-style-type: none"> ▪ Hamidah binti Mat Ali Piah: Canteen Operator – Contract No. FGVPI/ML/E1.5.3/borang 09/2023 (valid until 31/12/2024) ▪ HNYS Resources: Grasscutting Contractor – SPK No. 3301680847/1301297317 dated 18/06/2024, valid until 30/06/2025 ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Tan Hap @ Tan Hup (MPOB License # 832826001010; Validity period: 30/12/2020 - 30/11/2025) 	Non-compliance

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		<ul style="list-style-type: none"> FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Lee Kian Heng (MPOB License # 535225101000; Validity period: 01/02/2020 - 31/01/2025) <p><u>FGVPM Ladang Lepar Hilir 06</u></p> <ul style="list-style-type: none"> Sejati Enterprise: FFB Transporter – Contract No. 5300009696 (valid until 31/12/2024) BUJ Technology Enterprise Sdn Bhd – Contract No. 6400000421 (valid until 31/12/2024) <p>To ensure compliance with legal requirements, all contractors interested in entering the open tender process must be registered vendors with FGV Holdings Berhad. The registration process requires contractors to register online at edaftar.fgvholdings.com and upload documents such as the company registration certificate (SSM certificate), company profile, manpower structure, financial credit, relevant experience for the past three years, integrity declaration, and relevant records (e.g., payslips and proof of statutory payments for workers such as SOCSO, EPF, EIS, in accordance with the Employment Act (Amendment) 2022 and the latest Minimum Wage Order). Only contractors who meet these criteria and legal requirements are selected as registered vendors.</p> <p>At FGVPI Kilang Sawit Lepar Hilir, for the period of July to September 2024, the salaries for three local workers employed by HNYS Resources were disbursed in cash, with payment vouchers provided as evidence. Upon further verification with the contractor, it was confirmed that while some workers were paid through bank transfers, others received their wages in cash. The current compliance process, which relies on monthly due diligence records, is inadequate in ensuring that contractors or service providers pay</p>	
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		their workers through financial institutions. Consequently, this issue was not thoroughly evaluated. This practice does not align with the Employment Act 1955 (Amendment 2022), Section 25(1), which mandates that wages be paid through financial institutions. Therefore, a Minor NC (Ref. No. 2563525-202410-N1) was raised against this indicator.	
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>Based on the documentation review, it is verified that all contracts, including those for FFB supply signed with FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08, contain clauses disallowing child, forced, and trafficked labor. Specific clauses prohibiting child, forced, and trafficked labor are included in the FGV Supplier Code of Conduct (SCOC), which is signed together with the contract documents (Surat Perintah Kerja – SPK) by all contracted third parties. The contracts explicitly require contractors to comply with provisions ensuring that contractors and service providers are aware of and will not engage in child, forced, or trafficked labor. This was verified in documents signed with the following contractors:</p> <p><u>FGVPI Kilang Sawit Lepar Hilir</u></p> <ul style="list-style-type: none"> ▪ Hamidah binti Mat Ali Piah: Canteen Operator – Contract No. FGVPI/ML/E1.5.3/borang 09/2023 (valid until 31/12/2024) ▪ HNYS Resources: Grasscutting Contractor – SPK No. 3301680847/1301297317 dated 18/06/2024, valid until 30/06/2025 ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Tan Hap @ Tan Hup (MPOB License # 832826001010; Validity period: 30/12/2020 - 30/11/2025) 	Complied

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		<ul style="list-style-type: none"> FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Lee Kian Heng (MPOB License # 535225101000; Validity period: 01/02/2020 - 31/01/2025) <p><u>FGVPM Ladang Lepar Hilir 06</u></p> <ul style="list-style-type: none"> Sejati Enterprise: FFB Transporter – Contract No. 5300009696 (valid until 31/12/2024) BUJ Technology Enterprise Sdn Bhd – Contract No. 6400000421 (valid until 31/12/2024) <p>From the workers' lists provided by each contractor, it was verified that no child or young workers are employed. Furthermore, during stakeholders' consultations conducted during the audit, it was confirmed that all contractors do not employ any child labor or young workers.</p>	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> Information on geo-location of FFB origins Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>Verified list of direct sourced FFB supply to FGVPISB Lepar Hilir Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p> <ul style="list-style-type: none"> Source of FFB Address of plantation/dealer MPOB license and Validity Coordinate and size of plantation. <p>In summary, there are 4 internal estates, 17 scheme smallholders (FELDA), 3 independent smallholders verified as mill's direct FFB suppliers. Verified related information and legality documents such</p>	Complied

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		as MPOB licence, coordinate location of the estates and map, ownership details and ownership evidence (land title)	
2.3.2	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 -	<p>Based on document review, there was one FFB delivery received from FFB indirect supplier in Oct 2023. Further investigation revealed that information required by this indicator for the indirect suppliers is kept via a system called FFB Suppliers Information System (FSIS). The system captured all the required information and the related supporting documents such as MPOB license, land titles, and geo-location maps. The related supporting documents are kept in the designated files.</p> <p>However, as confirmed with management and stakeholder consultation session, it was noted that FGVPISB Lepar Hilir has officially stopped received all indirect FFB suppliers due to their commitment for EUDR compliance since September 2024. Thus, no indirect FFB suppliers has been found during the audit.</p>	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	(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 -	<p>All estates have established yearly financial budget for their Capital Expenditure (CAPEX) and Operation Expenditure (OPEX) which detailing their allocation for details as below:</p> <ul style="list-style-type: none"> • FFB projection from each block • Income and expenditure • Sundry Revenue • Operation Cost • Capital Expenditures • General Charges • Hectarage Statement 	

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		<p>On the other hand, the business plan for the mill is reflected in the form of an annual budget (MPLAN) and the projection for 5 years prepared as guidance for future planning. The business plan contains production CPO, OER, and KER, utilization rate and CAPEX.</p> <ul style="list-style-type: none">• Mill intake – FFB input.• Production of CPO• Production of PK• Total Palm Oil Extraction• Total Palm Kernel Extraction• Mill cost																															
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Based on document review and management consultation session, it was confirmed that replanting activities within FGVPIB Lepar Hilir POM and supply bases has been completed in 2023 successfully.</p> <table><tr><th>Estate</th><th>2024</th><th>2025</th><th>2026</th><th>2027</th><th>2028</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 05</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></table>	Estate	2024	2025	2026	2027	2028	FGVPM Lepar Hilir 06	-	-	-	-	-	FGVPM Lepar Hilir 08	-	-	-	-	-	FGVPM Lepar Hilir 07	-	-	-	-	-	FGVPM Lepar Hilir 05	-	-	-	-	-	
Estate	2024	2025	2026	2027	2028																												
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FGVPM Lepar Hilir 08	-	-	-	-	-																												
FGVPM Lepar Hilir 07	-	-	-	-	-																												
FGVPM Lepar Hilir 05	-	-	-	-	-																												

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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>Each operating unit within FGVPISB Lepar Hilir Palm Oil Mill supply bases has conducted a Management Review, which includes discussions on the results of internal audits, customer feedback, process performance and product conformity, the status of preventive and corrective actions, changes that could affect the management system, and any recommendations for improvement. Details of management review meeting was reviewed as table below:</p> <table><tr><th>Estate/Mill</th><th>Date</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>30/09/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>01/10/2024</td></tr><tr><td>FGVPISB Lepar Hilir POM</td><td>25/09/2024</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>30/09/2024</td></tr><tr><td>FGVPM Lepar Hilir 05</td><td>26/09/2024</td></tr></table>	Estate/Mill	Date	FGVPM Lepar Hilir 06	30/09/2024	FGVPM Lepar Hilir 08	01/10/2024	FGVPISB Lepar Hilir POM	25/09/2024	FGVPM Lepar Hilir 07	30/09/2024	FGVPM Lepar Hilir 05	26/09/2024	
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FGVPM Lepar Hilir 05	26/09/2024														
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>As per Environmental Aspect & Impact from Plantation Activities; Ref. # RSPO 2024 (IMS 001/7.3/7.3.1); Date: 12/06/2024. The action plan for continuous improvement is implemented as per samples as following:</p> <p>- LH06E: Objective: To maximize recycling; Target: Reducing waste or generation of by-products actions: EFB application in</p>	Complied												

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		<p>field; Reuse of empty fertilizer beg for rubber PND; Reuse of empty chemical container as premix storage</p> <ul style="list-style-type: none"> - LH07E: Objective: Prevention of GHG pollution; Target: GHG prevention control; Actions: Zero burning and environmentally friendly campaign; Reduction of diesel usage; Increase of organic fertilizer usage; Reduction of poisonous chemical use; Increase recycling campaign; Zero open burning campaign. - LHPOM: To reduce water consumption < 1.00 mt/ FFB process - LHPOM: To reduce diesel consumption < 1.00 mt/ FFB process 	
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>FGVPISB Lepar Hilir Certification Unit has filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. The raw data source records for RSPO template verified including mill production reports, estate yield reports, chemical and fertilizer bin cards, JKPP reports, and complaints and grievances records etc. All data submitted were acceptable and consistent with verified records.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The documented Standard Operating Procedures (SOPs) for FGVPISB Lepar Hilir POM were available and maintained in a file. A total of 16 SOPs Doc. No. FPI/L3/1-01 to FPI/L3/16-01 covered the entire mill operation, including administration. These SOPs were initially established on 02/01/2001 and were last updated on 23/10/2017.</p> <p>For estates, the "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual) is in place. Additionally, FGVP also</p>	Complied

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		established "Garis Panduan Keselamatan & Kesehatan Ladang FGVPMMSB" as safety guidelines regards to plantation operation activities																															
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<div>FGVPISB Lepar Hilir POM and FGVPM Lepar Hilir Estates commonly will be verify by internal parties to ensure the consistency of implemented procedures which are as listed below but not limited to:</div> <table><tr><th>Estate/Visit or</th><th>Regional Compliance Unit</th><th>Plantation/ Mill Advisor Visit</th><th>Safety Officer Visit</th><th>Agronomy Visit</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>29/08/2024</td><td>21/03/2024</td><td>19/08/2024</td><td>13/08/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>23/09/2024</td><td>15/08/2024</td><td>07/10/2024</td><td>21/03/2024</td></tr><tr><td>FGVPISB Lepar Hilir PO M</td><td>15/08/2024</td><td>21/04/2024</td><td>03/04/2024</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>19/08/2024</td><td>10/10/2024</td><td>19/06/2024</td><td>08/05/2024</td></tr><tr><td>FGVPM Lepar Hilir 05</td><td>21/08/2024</td><td>06/06/2024</td><td>21/05/2024</td><td>20/03/2024</td></tr></table>	Estate/Visit or	Regional Compliance Unit	Plantation/ Mill Advisor Visit	Safety Officer Visit	Agronomy Visit	FGVPM Lepar Hilir 06	29/08/2024	21/03/2024	19/08/2024	13/08/2024	FGVPM Lepar Hilir 08	23/09/2024	15/08/2024	07/10/2024	21/03/2024	FGVPISB Lepar Hilir PO M	15/08/2024	21/04/2024	03/04/2024	-	FGVPM Lepar Hilir 07	19/08/2024	10/10/2024	19/06/2024	08/05/2024	FGVPM Lepar Hilir 05	21/08/2024	06/06/2024	21/05/2024	20/03/2024	Complied
Estate/Visit or	Regional Compliance Unit	Plantation/ Mill Advisor Visit	Safety Officer Visit	Agronomy Visit																													
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FGVPM Lepar Hilir 05	21/08/2024	06/06/2024	21/05/2024	20/03/2024																													

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		<p>Regional Compliance Unit (RCU) visit is verification visit for monitoring of asset management, stock take, procurement procedure monitoring and contractor details compliance.</p> <p>While Plantation Advisor (PA) visit is a visit by highly experiences personnel in plantation operation purposely for advice for improvement and increasing yield and productivity in daily operation. Additionally, Region Safety Visit is compliance audit by Region Safety Officer in regard to safety compliance in all elements and operation activities. Lastly, the agronomy visit normally conducted by certified agronomist from other subsidiaries company, FGVASSB who will conducted verification and inspection for foliar and soil sampling which will be utilize for fertilizer recommendation for the next following year.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The ongoing monitoring of SOP implementation was carried out across all levels of supervisory personnel, with records being maintained and verified. There have been no changes in the records since the previous assessment. Among others the records are:</p> <ul style="list-style-type: none"> • Daily production/work records for the core activities • Field Costing Books • Monthly Chemical Consumption Record • Mature/immature field work program • Fertilizer application Records • Herbicide Work Program • Rat Baiting Census Records • Harvesting Standard Checklist • Worksite Inspection Form 	Complied
<p>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.</p>			

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3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>There have been no new plantings or operations at FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, FGVPM Ladang Lepar Hilir 08, including FGVPI Kilang Sawit Lepar Hilir that could potentially alter the social and environmental impacts.</p> <p>The social and environmental impacts arising from the mill and estate operations have remained consistent. Therefore, an independent Social and Environmental Impact Assessment (SEIA), undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, cannot be further assessed during this current assessment.</p> <p>However, each operating unit has diligently performed their Social Impact Assessment (SIA) and Environmental Aspect and Impacts Assessment (EAIA). Detailed information regarding these assessments can be found in Indicator 3.4.2, provided below.</p> <p>No new planting and expansion of existing estates within FGV Lepar Hilir Complex as of the date of the audit. No additional methods have been implemented or introduced in the operations of the mill and estate, which could potentially result in altered impacts on the social aspects. The social impacts arising from the mill and estate operations have remained consistent since last assessment as per Social & Environment Impact Assessment (SEIA) Lepar Hilir Complex by Ahmad Akram Abd. Jalal & Azwan Muhammad of Sustainability Compliance & Certification Department Group Sustainability Division FGV Holdings Bhd; Rev. 1; Dated Jan 2022; Rev. 2; Dated Sep 2023 for whole operating units as following:</p> <p>- Lepar Hilir Palm Oil Mill (LHPOM)</p>	Complied
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		<ul style="list-style-type: none"> - Lepar Hilir 05 Estate (LH05E) - Lepar Hilir 06 Estate (LH06E) - Lepar Hilir 07 Estate (LH07E) - Lepar Hilir 08 Estate (LH08E) <p>The assessment taking consideration into the following aspects:</p> <ul style="list-style-type: none"> - Project operational activities - Socio-cultural aspects - Land ownership verification and conflict resolution - Recruitment and employment of workers - Worker facilities and rights - Contributions to the community - Human rights - Concerns and aspirations - Environmental management - Food safety 	
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 Social Impact Assessment (SIA) for FGVPI Kilang Sawit Lepar Hilir UoC was internally prepared by Sustainability Compliance and Certification (SCC) under the Group Sustainability Division of FGVH in January 2022.</p> <p>The SCCD conducted a series of interviews involving respondents from various stakeholder categories, including FGV staff and workers, contractors, police officers, FELDA settlers, and schoolteachers, as well as FFB suppliers. These interviews were conducted to develop the SIA. The SIA report covered both positive and negative impacts, and it outlined a timeline for addressing the identified issues, categorizing them as short-term, medium-term, or long-term, following the Standard Operating</p>	Complied

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		<p>Procedure (SOP) for SIA (FGV/GSD-SCCD/GL/ 02, dated 08-Mar-2021). Paragraph 3.2 of the SOP states that an SIA should be conducted for a minimum duration of three years or whenever significant changes or impacts to operations occur (as necessary). The social impact assessment is based on the Risk Level Schedule "Likelihood and Consequence Level." Each negative impact issue is reviewed with management, where evidence of existing actions, aspects, and risk opportunities if the impact is not addressed are stated. The mitigation plan is derived from the Social Impact Assessment Analysis based on the Risk Level Schedule "Likelihood and Consequence Level," with issues categorized as "Extreme" and "High" given priority by project management. Issues categorized as "Moderate" and "Low" will be reconsidered for mitigation actions in the following year, as further discussions with project management found that current mechanisms and actions are satisfactory. The recommended mitigation plan is based on the mitigation hierarchy according to the following five categories:</p> <ol style="list-style-type: none">1. Avoid: Provides the project with an opportunity to develop a plan to avoid negative impacts.2. Reduce: If the impact cannot be avoided, it can be reduced through design changes, construction, or decommissioning.3. Repair: When the impact cannot be reduced, actions to limit the impact through environmental restoration are introduced.4. Compensate in kind: Equivalent compensation can be provided to offset the negative impacts of operational activities.5. Compensate by other means: Compensation can also be provided through other methods if equivalent compensation cannot be provided.	
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		<p>During the audit, it was confirmed that the assessment process had been conducted, and management plans were developed in collaboration with the affected stakeholders. Based on assessment, recommended social improvement plan were established, implemented and monitored in documented checklists as per sample issues as following:</p>																									
		<table><tr><th>Social Impact</th><th>Significance</th><th>Mitigation Hierarchy</th><th>Desired Outcome</th><th>Recommended Mitigation Steps and Additional Actions</th><th>Monitoring Frequency</th></tr><tr><td colspan="6">Mitigation Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:</td></tr><tr><td>KKD members lack understanding of their rights as female workers.</td><td>Extreme</td><td>Repair</td><td>Increased understanding of women's rights at the mill</td><td>Provide explanations to KKD members about discrimination in work operations, reproductive rights, protection from sexual harassment, and the needs of pregnant or breastfeeding women.</td><td>Annually or when there are new female members/staff.</td></tr><tr><td>Smallholder FFB</td><td>High</td><td>Avoid</td><td>Basic information</td><td>The mill collects</td><td>Annually</td></tr></table>	Social Impact	Significance	Mitigation Hierarchy	Desired Outcome	Recommended Mitigation Steps and Additional Actions	Monitoring Frequency	Mitigation Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:						KKD members lack understanding of their rights as female workers.	Extreme	Repair	Increased understanding of women's rights at the mill	Provide explanations to KKD members about discrimination in work operations, reproductive rights, protection from sexual harassment, and the needs of pregnant or breastfeeding women.	Annually or when there are new female members/staff.	Smallholder FFB	High	Avoid	Basic information	The mill collects	Annually	
Social Impact	Significance	Mitigation Hierarchy	Desired Outcome	Recommended Mitigation Steps and Additional Actions	Monitoring Frequency																						
Mitigation Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:																											
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Smallholder FFB	High	Avoid	Basic information	The mill collects	Annually																						

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		suppliers have not obtained MSPO certification through the MPOB SPOC officer, causing concerns about future FFB transactions at the mill.			n about smallholders.	basic information about smallholders. Information regarding MSPO certification is obtained before the supplier registration process.		
		Local residents are dissatisfied with the condition of contractor trucks transporting empty fruit bunches (EFB) from the mill.	High	Reduce	Trucks do not carry excess loads	Remind contractors not to carry excess loads.	Annually	
		Mitigation Plan for Social Impact Improvements (Negative) at FGVP M Ladang Lepar Hilir 05 – 12 impacts identified, sampled as below:						
		The estate does not inform workers and staff	High	Repair	Application of the company's	Provide explanations about the complaint	Continuously	

			about the status of complaints made.			complaint procedure	procedure to workers and the officers responsible for handling complaints. Record every received complaint, proposed solutions, and confirm them with the complainant.		
			KKD members do not know how to use the budget allocated to the club.	High	Reduce	All KKD members know how to apply for financial allocations to carry out KKD activities	Provide explanations from estate management to KKD members on how to apply for the estate budget to carry out KKD activities.	Annually	
			Some workers do not understand	Extreme	Avoid	Provision of employment	Provide copies of employment	Annually	

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			or cannot explain well the terms of their employment contracts.			nt contract copies	contracts to workers in a language they understand .		
			Mitigation Plan for Social Impact Improvements (Negative) at FGVPM Ladang Lepar Hilir 06 – 11 impacts identified, sampled as below:						
			Workers complain about delays in obtaining permit renewals.	Extreme	Avoid	Improved management of worker passports/ permits	Actions by HQ management to the involved agency. HQ JTK initiative to meet with immigration for immediate resolution of the issue.	Continuous ly	
			Community feedback regarding the impact of land clearing in replanting areas.	High	Avoid	Improvement plans to reduce the impact of replanting activities	Monitoring and actions in replanting areas.	Continuous ly	
			Workers are unaware of the issues	High	Reduce	Workers recognize their	Announce the decisions of worker	Annually	

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			discussed in worker meetings.			representatives	welfare meetings to workers during morning muster calls.		
			Mitigation Plan for Social Impact Improvements (Negative) at FGVPM Ladang Lepar Hilir 07 – 14 impacts identified, sampled as below:						
			Contractors do not make KWSP and SOCSO contributions for workers.	Extreme	Avoid	Selection and appointment of contractors	Contractors are instructed to submit workers' payslips monthly for future reference and record-keeping. Include compliance with labor laws in the renewal or extension of contractor work contracts.	Monthly, Annually	
			Salary payments using the Merchantrade system cause delays in	High	Avoid	Improved facilities using the Merchantrade System.	Appoint a responsible officer to ensure complaints received are	Annually	

			workers receiving their wages.				resolved more effectively.		
			Workers are unaware of the legal actions that can be taken if they capture, kill, or keep wildlife.	High	Repair	Workers are trained and understand the need to comply with the act to protect endangered wildlife (RTE)	Conduct training on the need to protect wildlife and RTE species, and take strict action against workers.	Annually	
			Mitigation Plan for Social Impact Improvements (Negative) at FGVPM Ladang Lepar Hilir 08 – 12 impacts identified, sampled as below:						
			New foreign workers in 2023 reported paying agencies without full reimbursement as promised.	High	Avoid	Notify management for investigation into the agency for necessary reimbursement to workers	Actions taken based on the decision agreed upon by FGV management.	Continuously	
			Local workers and staff are forced to live outside due to insufficient	High	Repair	Appropriate housing allowance rate	Management assists affected workers in applying to the Regional HR to	Annually	

		housing, leading to increased monthly costs for rent.				increase the housing allowance to a more suitable rate.		
		Foreign workers carrying unsheathed sickles in settler housing areas, causing discomfort among settlers.	High	Avoid	Proper PPE provision and enforcement	PPE inspection to include sickle sheaths as an item to be checked	Periodically	
		<p>The aspect and impact analysis for all operations in mill and estate are documented revised annually in a meeting involving environmental committee members. Among activities/operations covered for the aspect and impact assessment including the following:</p> <ul style="list-style-type: none">- Mill: Effluent Treatment EFB Storage, Engine Room Operations Laboratory, Boiler Operations Workshop Operations, CPO Storage Sterilization, Diesel Reception/Storage Chemicals Storage & Decanter Operation Scheduled Wastes Storage etc.- Estate: Poisoning of VOPs/ woodies, Vehicle maintenance by Contractors, Circle Spraying EFB Application, Management of Empty Containers, Fertilizer Storage /Application, Rat Baiting Grass Slashing, Diesel Reception Chemicals Storage & Triple Rinsing Grading of FFB etc.						

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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>Monitoring and progress updates of the Social Impact Assessment (SIA) were conducted efficiently by respecting operating unit management. The report summarized both positive and negative issues identified during the assessment. The review process was carried out internally with the active participation of stakeholders. Feedback from stakeholders was collected during stakeholder meetings, and the consultations were recorded and documented. Subsequently, the monitoring plans were updated to reflect current practices and actions taken. Samples as below:</p> <table><tr><th>Social Impact</th><th>Desired Outcome</th><th>PIC</th><th>July 2024 – December 2024</th><th>Evidence of Actions and Resolution Status</th></tr><tr><td colspan="5">Management Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:</td></tr><tr><td>KKD members lack understanding of their rights as female workers.</td><td>Extreme</td><td>Repair</td><td>Increased understanding of women's rights at the mill</td><td>Provide explanations to KKD members about discrimination in work operations, reproductive rights, protection from sexual harassment, and the needs of pregnant or breastfeeding women.</td></tr><tr><td>Smallholder FFB suppliers</td><td>High</td><td>Avoid</td><td>Basic information</td><td>The mill collects basic</td></tr></table>	Social Impact	Desired Outcome	PIC	July 2024 – December 2024	Evidence of Actions and Resolution Status	Management Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:					KKD members lack understanding of their rights as female workers.	Extreme	Repair	Increased understanding of women's rights at the mill	Provide explanations to KKD members about discrimination in work operations, reproductive rights, protection from sexual harassment, and the needs of pregnant or breastfeeding women.	Smallholder FFB suppliers	High	Avoid	Basic information	The mill collects basic	Complied
Social Impact	Desired Outcome	PIC	July 2024 – December 2024	Evidence of Actions and Resolution Status																			
Management Plan for Social Impact Improvements (Negative) at FGVPI Kilang Sawit Lepar Hilir – 8 impacts identified, sampled as below:																							
KKD members lack understanding of their rights as female workers.	Extreme	Repair	Increased understanding of women's rights at the mill	Provide explanations to KKD members about discrimination in work operations, reproductive rights, protection from sexual harassment, and the needs of pregnant or breastfeeding women.																			
Smallholder FFB suppliers	High	Avoid	Basic information	The mill collects basic																			

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		have not obtained MSPO certification through the MPOB SPOC officer, causing concerns about future FFB transactions at the mill.			about smallholders.	information about smallholders. Information regarding MSPO certification is obtained before the supplier registration process.	
		Local residents are dissatisfied with the condition of contractor trucks transporting empty fruit bunches (EFB) from the mill.	High	Reduce	Trucks do not carry excess loads	Remind contractors not to carry excess loads.	
		Management Plan for Social Impact Improvements (Negative) at FGVPM Ladang Lepar Hilir 05 – 12 impacts identified, sampled as below:					
		The estate does not inform workers and staff about the status of complaints made. This causes workers and staff to	Application of the company's complaint procedure	Workers Affair Clerk	Explanations about the complaint procedure will be conducted by the responsible officer.	Complaint books are provided; surveys on damage & repairs to staff and worker housing, as well as	

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		believe that management does not take their complaints seriously.				general complaints.	
		KKD members do not know how to use the budget allocated to the club and are concerned that KKD activities cannot be carried out due to lack of financial support from estate management.	All KKD members know how to apply for financial allocations to carry out KKD activities	KKD Secretary	Each KKD activity is planned together with management to facilitate budget allocation.	KKD meetings	
		Some workers do not understand or cannot explain well the terms of their employment contracts, such as the number of annual leave days, sick	Provision of employment contract copies	Workers Affair Clerk	Copies of contracts are provided to workers in a language they understand. Meetings with foreign worker representatives are held every 3 months.	Meetings with worker representatives every 3 months.	

		leave, and home leave.						
		Management Plan for Social Impact Improvements (Negative) at FGVP Ladang Lepar Hilir 06 – 11 impacts identified, sampled as below:						
		Workers complain about delays in obtaining permit renewals, causing passports to be withheld for extended periods, affecting their plans to terminate contracts and return to their home countries.	Improved management of worker passports/permits	Workers Affair Clerk	Continuous monitoring with JTK HQ FGVP	Submission of work permit renewals. Discussions were held online on 28/08/2023, and JTK HQ FGVP unanimously decided to take this issue directly to the immigration department for worker permit processing, bypassing MyEG.		
		Community feedback regarding the impact of land clearing in replanting areas, exposing housing areas to strong winds, increased temperatures	Improvement plans to reduce the impact of replanting activities	Workers Affair Clerk	Weekly monitoring actions in housing areas for complaints about roof damage caused by wind will be taken.	Records of dormitory and housing inspections.		

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			landslides damaging agricultural roads, and shallow drainage due to soil deposits from replanting areas.					
			Workers are unaware of the issues discussed in worker meetings because worker representatives do not explain the details of the discussions to their colleagues.	Workers recognize their representatives	Estate Manager/Assistant Estate Manager/Workers Affair Clerk	Prepare summary memos of meeting discussions and post them on dormitory notice boards.	Minutes of worker welfare meetings.	
			Management Plan for Social Impact Improvements (Negative) at FGVPM Ladang Lepar Hilir 07 – 14 impacts identified, sampled as below:					
			Contractors do not make KWSP and SOCSO contributions for workers due to concerns that the contributions	Selection and appointment of contractors	Assistant Manager	Instruct contractors to submit workers' payslips monthly for estate records.	Contractors have made contributions for the involved workers.	

		would burden their workers.					
		Salary payments using the Merchantrade system cause delays in workers receiving their wages due to unfamiliarity with the application and changes in phone numbers affecting the withdrawal process.	Improved facilities using the Merchantrade System.	Workers Affairs	Record complaints from workers regarding Merchantrade	HEP officers explain the Merchantrade application to all staff and artisans to ensure information is easily accessible to workers.	
		Workers are unaware of the legal actions that can be taken if they capture, kill, or keep wildlife in the estate or housing areas.	Workers are trained and understand the need to comply with the act to protect endangered wildlife (RTE)	Estate Supervisor	Monitor estate and housing areas	Wildlife monitoring is conducted (refer to wildlife monitoring records).	
		Management Plan for Social Impact Improvements (Negative) at FGVP Ladang Lepar Hilir 08 – 12 impacts identified, sampled as below:					

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		New foreign workers in 2023 reported paying agencies without full reimbursement as promised.	Notify management for investigation into the agency for necessary reimbursement to workers	Workers Affair Clerk	Ensure all foreign workers who paid the agency have been reimbursed.	Reimbursement fee records. Provide a complaint platform for foreign workers – FGV Apps / Suara Kami.
		Local workers and staff are forced to live outside due to insufficient housing, leading to increased monthly costs for rent.	Appropriate housing allowance rate	Estate Manager	Apply for new housing to Regional Management.	Provide sufficient housing for local workers.
		Foreign workers carrying unsheathed sickles in settler housing areas, causing discomfort among settlers.	Proper PPE provision and enforcement	Estate Manager/Assistant Estate Manager/Supervisor	Daily monitoring of workers	Records of sharp equipment inspections and training records.
		LHPOM management and monitoring plan mainly based on DOE License Compliance Schedule requirements as per records of monitoring as following:				

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		<ul style="list-style-type: none"> - Environmental Compliance Audit Report (3rd Party Audit) for FGVPISB Lepar Hilir POM; DOE Audit Tracking # JAS.CHQ.600-3/1/2/43/1/2024; Audit date: 21/06/2024; Report date: 02/07/2024; Prepared by: Mohd. Taufiq Bin A Talib; DOE Reg. # EA0100 <p>Other general implementations of environmental management plan for mill and estates include the following:</p> <ul style="list-style-type: none"> - Plan to avoid negative impact and to promote positive impacts. - Reduction of waste disposal & increase 3R programs - Plan to reduce pollution and release of GHG - Beneficial environmental development and implementations 	
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>The employment procedures are comprehensively documented in the "Senarai Utama Manual Pengurusan Tenaga Kerja Sektor Perladangan" (Ref. # FGV/JTK/MAN/001; Rev. # 3.0; Effective Date: 17/04/2023), applicable to both local and foreign worker recruitment. Additionally, there is a specific policy for the recruitment of foreign workers, detailed in the "FGV Group Guidelines and Procedures for Responsible Recruitment of Foreign Workers" (Ref. # FGV/FGVPM-JTK/POL/001; Rev. # 0; Effective Date: 27/05/2022).</p> <p>Furthermore, the FGV Group has established comprehensive Guidelines and Procedures for Responsible Recruitment of Foreign Workers, which are accessible via the following link: https://www.fgvholdings.com/wp-content/uploads/2022/07/FGV-Guidelines-Procedures-for-Responsible-Recruitment-and-Employment-MWs.pdf</p>	Complied

		These procedures serve as a guideline and are integrated with the principles outlined in the Group Sustainability Policy, which includes commitments to non-discrimination, respect for human rights, and labor rights. The procedures delineate the entire process from recruitment, hiring, and employment to post-employment. Workers and their representatives can access these procedures on the website or upon request.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	<p>For local workers, the recruitment process includes the completion of a job application form, submission of relevant qualifications and certificates, a job interview, medical check-up records, and the issuance of a job offer letter. These steps ensure a systematic and documented approach to the recruitment and hiring of local workers.</p> <p>The recruitment, selection, and hiring of foreign workers are primarily managed by the FGV Human Resources Department (HRD) at the Headquarters. The Unit of Certification (UoC) is responsible for handling transportation from the airport, providing induction training, facilitating contract signing, and arranging accommodation for foreign workers. Records of induction training, distribution of kitchen appliances and bedroom furniture, as well as provisions for the first month, were observed and confirmed during audit interviews.</p> <p>During the audit, a sample of the hiring process flowchart, specifically the "Garis Panduan Pengambilan & Perlantikan Pekerja Am G7" (No. 2020/1 Rev.3, effective from 1st May 2020), was reviewed at each operating unit of the UoC. This document provided a detailed flowchart outlining the recruitment process, including internal vacancy advertisements, with preference given to "anak peneroka" (settlers' children) upon approval by the HR Department. It was verified through interviews that the recruitment procedure was diligently followed, encompassing the</p>	Complied

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		job application form, assessment of relevant qualifications and certificates, job interviews, medical check-up records, and the issuance of job offer letters. In cases where there are no suitable internal candidates, the vacancy is advertised externally.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Lepar Hilir 06</u></p> <ul style="list-style-type: none"> Estate has established HIRARC preparation procedure as per FGV/FGVPM/11/IMS/15/001, endorsement date on 01/11/2021. Noted that it was reviewed on 26/08/2024 due to accident of one harvester. Chemical & Health Risk Assessment (CHRA) was found to be conducted on 15/07/2022, Ref. No. HQ/10/ASS/00/8 2022/0636 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 5 types of workers which includes pesticide applicator-mature area, pesticide applicator-replant area, fertilizer application, driver and grass cutter. Medical Surveillance conducted 28/12/2023, Ref. No. JKPP/HQ/10/ASS/00/8 2022/45 with external party involving 50 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no further medical concerns was noted. 1 worker were found to have abnormal results, but it was found to be as non-occupational caused. In addition, another medical surveillance conducted on 08/08/2024 for chemical mixer and chemical keeper which resulting no medical concern founded. The estate completed its Noise Risk Assessment (NRA) on 11/04/2022, Doc. No. NO87/2204-032 by external party with DOSH Reg. No. HQ/08/PEB/00/87 for 4 works unit: Mini 	

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		<p>Tractor Driver, Grass Cutter, Tractor Driver and Grader Driver. Result of the assessment found that works unit of grader driver were exposed to high noise and required to conduct audiometric test accordingly.</p> <ul style="list-style-type: none"> • Latest audiometric test was conducted 29/08/2023 which involved 1 worker who works as Grader Driver. The result concludes the worker had Non-Occupational Noise-Related Hearing Disorder (NONRHD). However, it was found that the worker has resigned based on resignation letter dated 12/11/2023. Hence, no audiometric test conducted for 2024 since the position of Grader Driver is still vacant. <p><u>FGVPM Lepar Hilir 08</u></p> <ul style="list-style-type: none"> • HIRARC was last reviewed on 02/01/2024 for all operation activities on yearly basis. It was noted that the HIRARC for driver activities was last reviewed on 06/02/2024 due to addition of job scope for outstation requirement. • Chemical & Health Risk Assessment (CHRA) has been conducted on 22/06/2023, Ref. No. HQ/22/ASS/00/00052-2023/16 by assessor with DOSH Registration No. HQ/22/ASS/00/00052. The assessment covered 9 work units which includes premix operator, manual spraying operator, fertilizer spreader, cannon spraying operator, rat baiting operator, trunk injection applicator, storekeeper & scheduled waste handler and pheromone applicator. • Latest Medical Surveillance conducted 11/07/2024, involving 12 workers which involves in spraying, and chemical premixing, Report of the medical surveillance was available for review and no further medical concerns was noted. • Estate completed its Initial Noise Risk Assessment Report with 	
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		<p>DOSH Reg. No. HQ/18/PEB/00/00022-2023/052 on 13/12/2023 which covering 5 operation activities such as Rotoslasher Driver, 'Mesin Cantas' Operator, Spreader Driver, Grabber Driver and Mist Blower Operator. The assessment concluded that Rotoslasher Driver and Mist Blower Operator were exposed above noise limit and required to conduct audiometric test accordingly and attending annual conservation training.</p> <ul style="list-style-type: none"> Estate conducted audiometric test for involved workers which took place on 08-09/06/2024 by external party with ATC Registration No. HQ/11-02/2023/00289. 5 workers among Rotoslasher Driver and mist blower were involved, and 3 of them required to conduct further medical examination due to abnormal audiogram result. Medical examination later conducted on 11/07/2024 and the Occupation Health Doctor concluded that all cases are Non-Occupational Noise Related Hearing Disorder (ONRHD). <p><u>FGVPISB Lepar Hilir POM</u></p> <ul style="list-style-type: none"> Mill has established HIRARC preparation procedure as per FGV/FGVPM/11/IMS/15/001, endorsement date on 01/11/2021. It was noted that the HIRARC for all stations was last reviewed on 19/07/2024 on annual basis. Chemical & Health Risk Assessment (CHRA) was found to be conducted on 17/06/2022, Ref. No. HQ/10/ASS/00/8 2022/039 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 8 stations which includes Mechanical Technician, Boiler, Operator, Grader, Driver, Foreman, Laboratory Analyst, and Fireman. Baseline Personal Chemical Exposure Monitoring Report, Ref. No. HQ/22/JHI/00/00057-2023/004 on 12/01/2023 for 	
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		<p>laboratory personnel. The result showed that the personnel monitored was below than the Permissible Exposure Limit (PEL) for Maximum Exposure Limit (MEL) as stipulated under the Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulation 2000.</p> <ul style="list-style-type: none">• Sighted Review Noise Risk Assessment for FGVPI Lepar Hilir POM date assessment on 31/05/2023. The report was conducted under OSHA (Noise Exposure) Regulation 2019 by Allion HSE Sdn Bhd (HQ/18/PEB/00/21)• Mill management also conducted an annual audiometry test for employees exposed to noise. The noise exposure test included 70 individuals and was conducted on 08/07/2024. 18 workers were identified with hearing impairment, and 15 workers are having Standard Threshold Shift (STS). Mill management has sent this worker for further examination and audiometry retesting, as recommended in the report on 05/09/2024. The results have yet to be received by mill management.• Annual Local Exhaust Ventilation (LEV) Examination & Testing Report was completely conducted on 01/08/2024 by appointed third party inspector with DOSH Reg. No. HQ/16/JHII/00/23 which concluded that LEV System performance has complied to American Conference of Governmental Industrial Hygiene (ACGIH) specification. <p><u>FGVPM Lepar Hilir 07</u></p> <ul style="list-style-type: none">• Estate has established HIRARC preparation procedure as per FGV/FGVPM/11/IMS/15/001, endorsement date on 01/11/2021. Noted that it was reviewed on 19/07/2024 for introduction of Pest & Disease control activity.	
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		<ul style="list-style-type: none">• Chemical & Health Risk Assessment (CHRA) was found to be conducted on 23/09/2022, Ref. No. HQ/07/ASS/00/239/05/2022 by assessor with DOSH Registration No. HQ/07/ASS/00/239. The assessment covered 3 types of workers which includes chemical store, pesticide applicator and fertilizer spreader.• Medical Surveillance conducted 13/09/2024 with external party involving 35 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no further medical concerns was noted.• Estate conducted Noise Risk Assessment (NRA) on 12/04/2022 for tractor driver, mini tractor driver and grass cutter by third party assessor, DOSH Reg. No. HQ/08/PEB/00/87. The assessment concluded that tractor driver and grass cutter were recommended to conduct audiometric test annually. Additional Noise Risk Assessment (NRA) was completed on 13/12/2023, Doc. No. HQ/18/PEB/00/00022-2023/051 by external party with DOSH Reg. No. HQ/18/PEB/00/00022 for 4 works unit: Hand Drill operator, power barrow operator, mist blower and 'mesin cantas' operator. Result of the assessment found that all assessed works unit except power barrow operator were exposed to high noise and required to conduct audiometric test accordingly.• Latest audiometric test was conducted 09/06-06/07/2024 which involved 16 worker who exposed to excessive noise identified in NRA. The results indicate that 15 workers were required to undergo further medical examinations, which took place from 05/09 to 25/09/2024. It was later confirmed through a phone call with the clinic that the results were only sent on 27/08/2024. As a result, the medical examination was	
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		<p>conducted beyond the expected timeframe.</p> <p><u>FGVPM Lepar Hilir 05</u></p> <ul style="list-style-type: none"> Estate has established HIRARC preparation procedure as per FGV/FGVPM/11/IMS/15/001, endorsement date on 01/11/2021. Noted that it was reviewed on 19/07/2024 for introduction of Pest & Disease control activity. Chemical & Health Risk Assessment (CHRA) was found to be conducted on 27/10/2023, Ref. No. HQ/10/ASS/00/8 2023/089 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 11 types of workers which includes drivers, mechanic, chemical store, pesticide applicator and fertilizer spreader. Medical Surveillance conducted 18/04/2024 with external party involving 45 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no signs of toxicity from pesticide exposure. Estate conducted Noise Risk Assessment (NRA) on 10/04/2022 for tractor driver ,mini tractor driver, grabber tractor driver, toughfar driver and grass cutter by third party assessor, DOSH Reg. No. HQ/08/PEB/00/87. The assessment concluded that toughfar driver and grass cutter were recommended to conduct audiometric test annually. Additional Noise Risk Assessment (NRA) was completed on 19/12/2023, Doc. No. HQ/18/PEB/00/00022-2023/053 by external party with DOSH Reg. No. HQ/18/PEB/00/00022 for 3 works unit which are , power barrow operator, mechanic and palm cutter operator. Result of the assessment found that all assessed works unit except power barrow operator were exposed to high noise and 	
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		<p>required to conduct audiometric test accordingly.</p> <ul style="list-style-type: none"> Audiometric test was conducted 08/06//2024 which involved 11 worker who exposed to excessive noise identified in NRA. The results indicate that 4 workers were required to undergo further medical examinations, which took place on 09/07/2024. 3 workers were later identified as Non Occupational Noise Related Hearing Disorder (NONRHD) 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the OHS plan is monitored through various platform which enable estates and mill monitor their safety performance according to legal regulation and company's safety procedure. Among implementation and monitoring documents established but not limited to as details below:</p> <ul style="list-style-type: none"> Safety Coordinator Visit Report which conducted every 3 months. HIRARC review meeting prior to any accident occurred. Monthly PPE monitoring for workers handling chemicals; spraying activities, rat bait application, tractor driver and genset operator. Regular Workplace inspection was conducted for, chemical store, road condition-mix area, fertilizer store, scheduled waste store, and diesel tank for each certification unit. Safety Committee Meeting which conducted every 3 months Daily Vehicle Inspection Report by designated person in charge Permit To Work (PMT) Requirement for external party which evaluate safety performance. Near Miss Safety Observation (NeMSO) platform for employees lodge any near miss or unsafe act in their estates and mill Accident & incident reporting; JKKP 6, JKKP 7 and JKKP 8 	

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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>All operational units within FGVPI SB Lepar Hilir POM and FGVPMSB Lepar Hilir estates have established and documented a training plan based on an annual training needs analysis. The Training Need Analysis and Training Schedule for FY 2024 were reviewed, covering all job designations, including contractors. The training program encompasses areas such as Safety, Environment, and Management Systems. There are no scheme smallholders within certification unit.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The operating units retained records of the conducted training sessions. Reviewed the training records as follows:</p> <p><u>FGVPM Lepar Hilir 06</u></p> <ul style="list-style-type: none"> • Scheduled Waste Management Training, date 01/08/2024 • HCV Awareness Training, date 13/06/2024 • Wildlife and RTE Awareness Training, date 13/06/2024 • Prohibition Of Open Burning Training, date 04/01/2024 • Sustainability Policies and Commitment Awareness date 12/09/2024 • Complaints and Grievance Channel Awareness Briefing, date 04/01/2024 • Chemical Handling Management Training, date 27/01/2024 • First Aid Training, date 10/10/2024 • PPE Awareness Training, date 29/02/2024& 03/07/2024 • Fire Drill Training, date 04/10/2024 • Fire Extinguisher Simulation Training, date 08/08/2024 	Complied

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		<p><u>FGVPM Lepar Hilir 08</u></p> <ul style="list-style-type: none"> • Scheduled Waste Management Training, date 10/10/2024 • Chemical Handling Training, date 10/10/2024 • Safe Working Procedure for Spraying Activity ,date 05/03/2024 • Safe Working Procedure for Rat Bait, date 20/03/2024 • Awareness Training for Buffer Zone Management, date 21/09/2024 • Safe Working Procedure for Harvesting Activity ,date 21/09/2024 • Safe Working Procedure for Sharp Tools Management ,date 21/09/2024 • Awareness Campaign for Prohibition of Open Burning, date 11/09/2024 • Fire Drill and Training for Fire Extinguisher, date 14/08/2024 • HCV, RTE and Wildlife Monitoring Awareness, date 09/05/2024 • First Aid and Emergency response Training, date 08/05/2024 • Briefing on Worker's Employment Contract for new recruited foreign workers <p><u>FGVPISB Lepar Hilir POM</u></p> <ul style="list-style-type: none"> • Group Sustainability Policies Awareness Briefing, date 10/06/2024 • Fire drill Training, date 24/06/2024 • First Aid Training & Demonstration, date 29/04/2024 • Chemical management Training & Chemical Spillage Training, date 07/08/2024 • Hearing Conservation Program, date 12/09/2024 	
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		<ul style="list-style-type: none"> • Training on Welding Hazard and Safe Work Procedure for Workshop, date 14/02/2024 <p><u>FGVPM Lepar Hilir 06</u></p> <ul style="list-style-type: none"> • Scheduled & Non Scheduled Waste Management Training, date 30/01/2024 • Safe Work Procedure for manuring activity, dated 26/02/2024 • HCV & RTE Refresher training, date 29/02/2024 • First Aid Training for Mandores, date 28/05/2024 • Safe Work Procedure Training, date 23/05/2024 • PPE Management & Enforcement Briefing, date 17/07/2024 • HIRARC Review and Briefing, date 19/07.2024 • Group Sustainability Policies Briefing, date 26/03/2024 • Complaint Procedure Briefing, date 17/04/2024 • Chemical Handling & Spillage Management Training, date 13/06/2024 • Hearing Conservation Program, date 18/07/2024 • Safety Awareness Briefing Training, date 19/09/2024 <p><u>FGVPM Lepar Hilir 05</u></p> <ul style="list-style-type: none"> • Safe Work Procedure for Harvesting, date 11/03/2024 • Safe Work Procedure for Sharp Tools Management, date 19/03/2024 • Fire Drill and Fire Extinguisher Training, date 29/05/2024 • Safe Work Procedure for Manuring, date 20/06/2024 • Coaching 5S for staffs, date 09/08/2024 	
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		<ul style="list-style-type: none"> • Safe Working Procedure for Petrol and Chemical Handling, date 12/06/2024 • IPM Awareness Training, date 05/08/2024 • Hearing Conservation Training, date 11/07/2024 • Chemical handling & Chemical Spillage Training, date 04/09/2024 • First Aid Training, date 15/10/2024 	
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>Training conducted from time to time to all personnel critical in SCCS effective implementation. Latest training was conducted to Weighbridge personnel and Assistant Manager, as per Training record dated 22/08/2024.</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 without physically separating them, then only Mass Balance Module is applicable.</p>	Not Applicable as the mill opted for MB model.	Not Applicable
3.8.2	Mass Balance Module	FGVPISB Lepar Hilir POM received and processed both RSPO certified and non-certified FFB hence applied Mass Balance Module for its supply chain. FGVP M Lepar Hilir 5 Estate, FGVP M Lepar Hilir	Complied

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	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.	6 Estate, FGVPM Lepar Hilir 7 Estate and FGVPM Lepar Hilir 8 Estate are currently the RSPO certified FFB suppliers of Lepar Hilir POM which consists of about 30% of its overall FFB received.	
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Registration of transaction is done through the utilization of RSPO Palmtrace. Verification of the RSPO Palmtrace showed that the mill has met all the registration and reporting requirements.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able 	<p>The documented procedure for the supply chain is outlined in the "Prosedur Operasi Standard (SOP), RSPO Supply Chain Certification (Kilang Sawit)," document number SOP: FGV/GSD-SCCS/SOP/007, version 01, dated 07/01/2021. This procedure specifies the responsibilities of the person in charge, the supply chain model, transactions, purchasing, and selling processes.</p> <p>Training records for the supply chain have been verified, with training completed on 22/08/2024. The appointment letter, signed with document number (01) RSPO/SCC dated 04/01/2023, designates the assistant manager, weighbridge clerk, operational supervisor, and area quality supervisor.</p>	Complied

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	<p>to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>Additionally, the documented procedure for receiving and processing within the supply chain is detailed under Section 6.6 of the same SOP document, SOP: FGV/GSD-SCCS/SOP/007, version 01, dated 07/01/2021.</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The Internal Audit for Sustainability Certification Procedure, Doc. No. FGV/GSD-SCCD/SOP/04, dated 03/09/2020 has been established. This procedure includes the internal audit for RSPO SCCS and states that the internal audit must be conducted annually and prior to the Management Review.</p> <p>The most recent RSPO SCCS Internal Audit was carried out on 21-22/08/2024 during which one Critical Non-Conformity was identified. The non-conformity was raised under clause 3.8.16 regarding stock removal action in RSPO Palm Trace System. The issue has since been resolved, with the correction and corrective actions verified.</p> <p>Management review was conducted on 25/09/2024 which includes discussion on the results of internal audits RSPO P&C MYNI 2019 Checklist and RSPO SCCS Checklist, the status of preventive and corrective actions, changes that could affect the management system, and any recommendations for improvement.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p>	<p>The accompanying documents for incoming FFB from the estate include the estate's weighbridge tickets, which contain information such as the name of the estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field</p>	Complied

	<p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>number, and number of bunches. Upon arrival at the mill, the mill issues its own weighbridge ticket as a confirmation of receipt, and the estate's ticket number is recorded on the mill's ticket.</p> <p>There has been no projected overproduction. However, based on interviews with staff, the facility is aware of the requirement regarding overproduction.</p> <p>The mechanism for handling non-conforming FFB or documents is addressed in the "RSPO Supply Chain Certification (Kilang Sawit)," document number SOP: FGV/GSD-SCCS/SOP/007, version 01, dated 07/01/2021, under the section "Notis Amaran/Handling Non-conformance Material & Document." It states that if the supplied FFB is found to be uncertified after processing, the resulting CPO or PK will be downgraded to non-certified.</p>	
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 document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; 	<p>No certified CPO sales except for PK and credit transaction only. All information required by the standard was available in various shipping documents such as transporter's delivery order, mill's weighbridge, buyer is receiving notes as per sample PK despatch as following:</p> <ul style="list-style-type: none"> The name and address of the buyer: FGV Kernel Products Sdn Bhd Kilang Isi Sawit Semambu, Lot 149, Kawasan Perindustrian Semambu, 25350 Kuantan, Pahang Darul Makmur The name and address of the seller: Kilang Sawit Lepar Hilir, Beg Berkunci No. 3, 26300, Gambang, Pahang The loading or shipment / delivery date: 01/03/2024 The date on which the documents were issued: 01/03/2024 RSPO certificate number: RSPO 666408 	Complied

	<ul style="list-style-type: none"> f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<ul style="list-style-type: none"> • A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): PK RSPO MB • The quantity of the products delivered: 47,010 kg • Any related transport documentation: Weighbridge Ticket – L00000422 • A unique identification number: DO - 4060324030007 	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. 	<p>The transportation of CPO and PK is managed by FGV's sister company, FGV Transport Services Sdn Bhd. According to the contract agreement, the contractor is required to comply with all RSPO SCCS requirements. Additionally, the contract includes a clause that mandates the contractor to provide access to their operations, systems, and all relevant information for duly accredited certification bodies (CBs), provided that this is announced in advance.</p>	Complied

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3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Information about the name and contact details of the contractor was made available by the mill for verification.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The mill is aware about they are to inform the CB the names and contact details of any new contractors used for physically handle the RSPO certified products. Nonetheless, there was no new outsourced party engaged.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</p>	<p>FGVPISB Lepar Hilir Palm Oil Mill has maintained accurate, complete, up-to-date, and accessible records and reports in accordance with RSPO Supply Chain Certification requirements. According to the RSPO Supply Chain certification document (Kilang Sawit), Doc. No. FGV/GSD-SCCS/SOP/007, version 01, dated 07/01/2021, the retention period for all records and reports is defined as a minimum of 2 years.</p> <p>Mass balance recording is managed through the use of the "LAPORAN TAHUNAN BTS ISCC/RSPO/MSPO (Tahun)" [Annual Report of FFB ISCC/RSPO/MSPO (Year)], a computerized system that tracks the movement of certified and non-certified materials and products. Upon verification of the mass balance recording, it was confirmed that certified CPO and/or PK were always delivered from positive stock.</p>	Complied

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3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. The previous actual OER & KER can be seen in Table 10 of this report.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Not Applicable. The facility opted for mass balance model.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>FGV's sister company called FGV Trading Sdn Bhd at HQ is responsible for PalmTrace registration and monitor all transactions recorded.</p> <p>Based on the announcement summary, all the registrations were found to be in order and announced within the 3 months after despatch. Sampled despatch of PK as below.</p> <p>CSPK - MB; Despatch Date: 05/03/2024; PalmTrace Announcement Date: 31/03/2024</p> <p>CSPK - MB; Despatch Date: 22/02/2024; PalmTrace Announcement Date: 04/03/2024.</p>	Complied

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		RSPO certified volumes sold conventional were removed in the RSPO PalmTrace. There has been no removal due to sales under different scheme, underproduction, or loss or damage.	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	The RSPO trademark was not employed, but the facility possesses an understanding of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	<p>A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/</p> <p>No product claims except on the RSPO certification milestone communications only made on the website.</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>A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/</p> <p>No such communications made on the website except on the RSPO certification milestone only.</p>	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	<p>A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/</p> <p>No use of RSPO corporate logo in communications made on the website.</p>	Complied

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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.	A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/ No such misleading statement in communications made on the website.	Complied
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/ No such statements in communications made on the website.	Complied
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> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p>	<p>FGV is a RSPO certified members with a Membership # 1-0225-16-000-00 as per RSPO portal link as following: https://rspo.org/members/1-0225-16-000-00/ Hence, this is not applicable.</p>	Not Applicable

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	<p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	No on-pack product specific communications made 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 as an off-pack communications on shipping documents for sample certified product despatches in indicator 3.8.8 above.	Complied
5.1.2	Product-specific communications are voluntary.	No on-pack product specific communications made 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 as an off-pack communications on shipping documents for sample certified product despatches in indicator 3.8.8 above.	Complied
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.	<p>No RSPO Label is displayed since no on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.</p> <p>Notwithstanding, FGV holds the trademark license as following:</p> <p>- Member Name: FGV Holdings Berhad</p>	Complied

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		<ul style="list-style-type: none"> - Licensee Name: FGV Holdings Berhad - License Number: 1-0225-16-100-00 - Type: Product Related <p>Information available in the RSPO portal link as following: https://rspo.org/as-an-organisation/our-trademark/trademark-licenses/</p>	
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 to highlight the presence of RSPO certified sustainable palm oil products made on packaging of product-specific communication above.	Complied
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. 	LHPOM is a mill and not retailers, traders or distributors. Hence, this is not applicable.	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	LHPOM is a mill and not retailers, traders or distributors. Hence, this is not applicable.	Not Applicable

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	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		
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.	A simplified corporate communication on RSPO certification made on FGV website link as following: https://www.fgvholdings.com/sustainability/standards-and-certifications/ No such statements in communications made on the website.	Complied
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.	Based on transactions records for sample certified product despatches in indicator 3.8.8 above, the sale announcements confirmation includes the relevant supply chain model and cert. number accordingly.	Complied
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. 	LHPOM is not under distributor or wholesaler category. Hence, this requirement is not applicable.	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 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.	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* 	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable

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	*Add RSPO TM Licence Number below or next to the claim.		
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	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 product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	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 product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	Not Applicable
MODULE A – IDENTITY PRESERVED			
	95% of the palm oil content must be RSPO IP certified.	Not Applicable	NA
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Not Applicable	NA
Messaging			
	Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements: <ul style="list-style-type: none"> The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org 	Not Applicable	NA

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	<ul style="list-style-type: none"> • RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org • Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 		
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • RSPO Trademark that includes the tag "CERTIFIED"; or • RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	Not Applicable	NA
MODULE B – MASS BALANCE SPECIFIC RULES (Delete Non Applicable Module)			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	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.	Based on the excel sheet mass balance accounting of the mill, production of certified products was calculated correctly according to fractions of FFB received from both certified and non-certified suppliers. Therefore, 100% of certified oil palm content in the products can be achieved.	Complied
Messaging			

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	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	LHPOM only apply MB model and the conventional CPO are downgraded from MB whenever demanded.	Complied
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". 	No on-pack product specific communications made as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Hence, this is not applicable.	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>- Critical (Major) compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on human rights under Clause 2, "Respecting Human Rights," which states:</p> <p><i>"We are committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other</i></p>	Complied

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		<p><i>applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by, among others, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Women's Empowerment Principles (WEPs).</i></p> <p><i>In order to identify, prevent and mitigate human rights impacts, FGV Group undertakes to conduct appropriate human rights due diligence (HRDD) in the development of any new business activity or relationship. This will be an ongoing process that will take into account any changes to the activity or relationship."</i></p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy.</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>FGV Holdings Berhad strictly prohibits any form of harassment in its operations, as established by its policy. Each operating unit is in full compliance with this policy.</p> <p>Interviews with workers and stakeholders confirmed their awareness of the prohibition of harassment by management and the actions that will be taken in the event of any harassment incidents.</p> <p>Based on interviews conducted with management, random sample workers, documentation reviews, and desktop studies, it was</p>	Complied

		verified that the management of FGVPI Kilang Sawit Lepar Hilir, FGVP M Ladang Lepar Hilir 05, FGVP M Ladang Lepar Hilir 06, FGVP M Ladang Lepar Hilir 07, and FGVP M Ladang Lepar Hilir 08 do not instigate violence or use any form of harassment in their operations.	
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and 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>A mutually agreed system for resolving disputes is incorporated into the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on the grievance mechanism provided for both external and internal stakeholders, including human rights defenders, to express their grievances without fear of reprisal. Confidentiality is ensured in accordance with the Whistleblowing Policy.</p> <p>Pursuant to this, a procedure has been established, documented as 'Prosedur Menangani Aduan dan Rungutan' (Doc. No. FGV/GSD-SCCD/SOP/010, Ver. No. 3.0, dated 01/06/2022). This procedure outlines the mechanism for receiving complaints, designates the person responsible for handling complaints, and details the process for recording and addressing grievances from affected parties while ensuring anonymity for sensitive complaints. According to the established procedure, complaints are to be resolved within 14 days at the first stage, another 14 days at the second stage, and must be resolved within two months from the date of discussion at the third stage.</p> <p>Complaint/Grievance Forms or Complaint Boxes are maintained within each operating unit and are readily accessible to workers, staff, and stakeholders.</p> <p>The management of FGV has also introduced the FGV App, available for download via Google Playstore or Apple App Store. The FGV App serves as a one-stop platform for FGV employees to manage daily</p>	Complied

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		<p>activities, record attendance, lodge work-related grievances, and seek help through the SOS button in case of emergencies.</p> <p>Additionally, a whistleblowing e-form is available at FGV Whistleblowing for stakeholders to report grievances. Employees and external parties can also submit grievances through alternative channels such as:</p> <ul style="list-style-type: none"> • Email: alert@fgvholdings.com • Phone: 1-800-88-8717 or 013-3315500 • Online: https://www.fgvholdings.com/sustainability/grievance/ • Mail: Group Governance & Risk Management Division, Complaint Management & Detection Department, Level 13 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur <p>Interviews with a random sample of workers and stakeholders confirmed their awareness of the established grievance procedure and channels for lodging complaints and grievances.</p>	
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>Briefings on the aforementioned procedures are conducted to ensure that the system is understood by all affected parties. Translators, typically worker representatives, are engaged to translate documents, including procedures for handling complaints and grievances, for those who are not conversant in the language or are illiterate. This was confirmed during interviews with the respective workers.</p> <p>At the mill, all workers are local, and there is no issue with language barriers. In addition to the grievance book, workers can raise their concerns through the Jawatankuasa Komunikasi Harmoni (JKH), which meets quarterly.</p> <p>This is also mentioned in the 'Prosedur Menangani Aduan dan Rungutan' (Doc. No. FGV/GSD-SCCD/SOP/010, Ver. No. 3.0, dated</p>	Complied

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		<p>01/06/2022), where representatives from both the employer and the employee meet to discuss potential issues and solutions. Communications with workers were verified during morning muster briefings on 22/02/2024 at FGVPI Kilang Sawit Lepar Hilir, on 05/08/2024 at FGVPM Ladang Lepar Hilir 05, on 04/01/2024 at FGVPM Ladang Lepar Hilir 06, on 21/03/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the procedure was included in the presentation materials during the external stakeholders' meeting on 13/09/2023 as well as at each estate's stakeholder meeting. For example, FGVPM Lepar Hilir 06 Estate on 14/08/2024, FGVPM Lepar Hilir 08 Estate on 13/03/2024, FGVPM Lepar Hilir 07 Estate on 10/06/2024 and FGVPM Lepar Hilir 05 Estate on 06/06/2024.</p> <p>Interviews with a random sample of workers and stakeholders confirmed their awareness of the established grievance procedure and channels for lodging complaints and grievances.</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>During the audit, it was verified that no grievances were received from external parties. Complaint forms reviewed indicated that the majority of complaints were from workers regarding housing defects. Based on the records reviewed, respective operating unit of the UoC demonstrated that parties to a grievance were informed of the progress and resolution of their grievances, typically within the agreed timeframe. The records reviewed showed no evidence of any disputes. However, workers' grievances regarding housing conditions are being addressed in an effective, timely, and appropriate manner.</p> <p>Sampled grievances during the audit included the following:</p> <ul style="list-style-type: none"> At FGVPI Kilang Sawit Lepar Hilir, on 07/06/2024, a complaint was lodged regarding a landslide on the main access road to the mill. On 24/06/2024, the mill informed the complainant that 	Complied

		<p>SPK No. 3301682140/21148653 had been issued to address the complaint. The complaint was resolved on 23/08/2024, with the completion of the landslide repair work.</p> <p>This demonstrates that FGVPI Kilang Sawit Lepar Hilir UoC keeps parties to a grievance informed of its progress, adheres to the agreed timeframe, and communicates the outcome to relevant stakeholders.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>Clause 6.3.1 of document no. FGV/GSD-SCCD/SOP/010 Ver: 3, dated 01/06/2022, titled "Menangani Aduan dan Rungutan," states: "Conflict resolution mechanism that includes the option for complainants to choose a free third party, including individuals or any bodies, to represent them in providing support and technical advice, and access to independent legal advice or act as an observer."</p> <p>However, as of the time of the audit, no complaints or grievances have been lodged that require 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, or the option of a third-party mediator. Therefore, this aspect cannot be further assessed during the current assessment.</p>	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>The company has made significant contributions to local development and the well-being of surrounding stakeholders. As stated in the Group Sustainability Policy, FGV Group's priorities include promoting economic growth, prosperity, and enhancing the livelihoods of local communities and smallholders.</p> <p>Among the contributions to the community by the Unit of Certification (UoC) are:</p>	Complied

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		<ul style="list-style-type: none">• Providing facilities such as housing, electricity and water subsidies, medical treatment, school bus services, pre-school facilities, children nurseries, mosques, and sports/community halls to all employees.• Offering transportation to nearby shops for estate workers.• Providing free internet access at foreign workers’ hostels.• Supplying EFB/effluent waste to smallholders upon request. <p>These contributions are based on consultations with local communities to ensure their needs and priorities are addressed.</p>											
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>There are no previous landowners or users, and no issues regarding the transfer of land, as the land belongs to the Federal Land Development Authority (FELDA). The original copies of land titles are maintained by FELDA, while copies are available and maintained at the respective operating units.</p> <p>Documented evidence of quit rent payments to the district land authorities of the State of Pahang is available for review.</p> <p>For <u>FGVPISB Kilang Sawit Lepar Hilir</u>, the details of documents showing legal ownership or lease are as follows:</p> <table><tr><th>Title Number</th><th>Lot No.</th><th>Area (Hectares)</th><th>Lease Duration</th><th>Specific Conditions</th></tr><tr><td>00017996</td><td>PT 1310</td><td>5.1250</td><td>99 years, ending on 28/06/2064</td><td>Solely for an oil palm mill</td></tr></table> <p>An agreement dated 25/11/1996 between FELDA and FELDA Palm Industries Sdn Bhd granted a license to occupy a portion of land within the Lepar Hilir 4 Scheme, measuring approximately 28.47</p>	Title Number	Lot No.	Area (Hectares)	Lease Duration	Specific Conditions	00017996	PT 1310	5.1250	99 years, ending on 28/06/2064	Solely for an oil palm mill	Complied
Title Number	Lot No.	Area (Hectares)	Lease Duration	Specific Conditions									
00017996	PT 1310	5.1250	99 years, ending on 28/06/2064	Solely for an oil palm mill									

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		<p>hectares, for the purpose of an oil palm mill. This agreement expired on 31/12/2023. On 26/01/2023, the Director of FELDA Land Management sent a formal letter titled "Kebenaran Menjalankan Operasi Kepada FGV Palm Industries Sdn Bhd (FGVPI)" to the CEO of FGV Palm Industries Sdn Bhd, granting permission to continue operations under the original agreement's terms until a new lease agreement is signed.</p> <p>According to the Semakan Batu Sempadan Report issued by the Land Management Unit on 01/07/2024, the mill site covers 5.125 hectares, and the effluent pond area based on FELDA's lease is 24.47 hectares, totalling 29.39 hectares.</p> <p>An Agreement to Lease dated 01/11/2011 between FGV (Lessee) and FELDA (Lessor) states that FELDA will lease the lands on a long-term basis to FGVH, empowering FGVH to undertake replanting and productivity improvement initiatives. In return, FGVH will pay FELDA the Lease Consideration. The following documents show legal ownership or lease:</p> <p><u>FGVPM Ladang Lepar Hilir 06:</u></p> <table><tr><th>Title Number</th><th>Lot No.</th><th>Area (Hectares)</th><th>Lease Duration</th><th>Specific Conditions</th></tr><tr><td>060605HSD 00003597</td><td>PT 3347</td><td>687</td><td>99 years, ending on 21/07/2098</td><td>This land should be used for oil palm and rubber crops only.</td></tr><tr><td>060605HSD 00003601</td><td>PT 3348</td><td>357.40</td><td>99 years, ending on 21/07/2098</td><td>This land should be used for oil</td></tr></table>	Title Number	Lot No.	Area (Hectares)	Lease Duration	Specific Conditions	060605HSD 00003597	PT 3347	687	99 years, ending on 21/07/2098	This land should be used for oil palm and rubber crops only.	060605HSD 00003601	PT 3348	357.40	99 years, ending on 21/07/2098	This land should be used for oil	
Title Number	Lot No.	Area (Hectares)	Lease Duration	Specific Conditions														
060605HSD 00003597	PT 3347	687	99 years, ending on 21/07/2098	This land should be used for oil palm and rubber crops only.														
060605HSD 00003601	PT 3348	357.40	99 years, ending on 21/07/2098	This land should be used for oil														

						palm and rubber crops only.	
		060605PN0016733	PT 3349	370.70	99 years, ending on 21/07/2098	This land should be used for oil palm and rubber crops only.	
		060605HSD00003598	PT 3350	339.70	99 years, ending on 21/07/2098	This land should be used for oil palm and rubber crops only.	
		06060PN0016735	PT 3351	498.20	99 years, ending on 21/07/2098	This land should be used for oil palm and rubber crops only.	
		<p><u>FGVPM Ladang Lepar Hilir 08:</u></p> <p>20 land title available for the estate. A document titled “Penyerahan Semula Sebahagian Lot-lot Tanah Pajakan FGV–FELDA di Ladang Lepar Hilir 08, FGVPM Wilayah Kuantan” indicates the return of 7.33 hectares of leased land to FELDA, effective from 01/07/2024, based on an agreement between FELDA and FGV management. Samples of land titles are as follows:</p>					
		Title Number	Lot No.	Area (Hectares)	Lease Duration	Specific Conditions	

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		17957	PT 1311	178.04	99 years, ending on 22/06/2097	This land should be used for oil palm and rubber crops only.	
		17959	PT 1313	222.07	99 years, ending on 22/06/2097	This land should be used for oil palm and rubber crops only.	
		17960	PT 1314	288.19	99 years, ending on 22/06/2097	This land should be used for oil palm and rubber crops only.	
		17961	PT 1315	296.77	99 years, ending on 22/06/2097	This land should be used for oil palm and rubber crops only.	
		17962	PT 1316	3.99	99 years, ending on 22/06/2097	This land should be used for oil palm and rubber crops only.	
		17963	PT 1317	58.86	99 years, ending on 22/06/2097	This land should be used for oil	

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					palm and rubber crops only.	
<u>FGVPM Ladang Lepar Hilir 07:</u>						
13 land titles for the estate. Samples as below:						

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					rubber crops only.	
<u>FGVPM Ladang Lepar Hilir 05</u>						
10 land titles for the estate. Samples as below:						

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		There is no customary land at any of the operating units; therefore, the authorized use of customary land through a Free, Prior and Informed Consent (FPIC) process cannot be further assessed during this current audit.	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>As per the Agreement to Lease dated 01 Nov 2011, between FGV (Lessee) and FELDA (Lessor), FELDA leases the lands to FGVH on a long-term basis, empowering FGVH to undertake replanting and productivity improvement initiatives. In return, FGVH pays FELDA the Lease Consideration. Additionally, an agreement dated 25 Nov 1996, between FELDA and FELDA Palm Industries Sdn Bhd grants a license to occupy a portion of land within the Lepar Hilir 4 Scheme for FGVPI Kilang Sawit Lepar Hilir usage. Thus, it is verified that the lands are leased to FGV from FELDA.</p> <p>There is no customary land at any of the operating units; therefore, copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process cannot be further assessed during this current audit.</p> <p>Document review on the land titles and onsite interviewed with external stakeholders confirmed that no land disputes have been reported.</p>	Complied
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	As per the Agreement to Lease dated 01 Nov 2011, between FGV (Lessee) and FELDA (Lessor), FELDA leases the lands to FGVH on a long-term basis, empowering FGVH to undertake replanting and productivity improvement initiatives. In return, FGVH pays FELDA the Lease Consideration. Additionally, an agreement dated 25 Nov 1996, between FELDA and FELDA Palm Industries Sdn Bhd grants a license to occupy a portion of land within the Lepar Hilir 4 Scheme	Complied

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		<p>for FGVPI Kilang Sawit Lepar Hilir usage. Thus, it is verified that the lands are leased to FGV from FELDA.</p> <p>There is no customary land at any of the operating units.</p> <p>Therefore, copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process cannot be further assessed during this current audit.</p> <p>Document review on the land titles and onsite interviewed with external stakeholders confirmed that no land disputes have been reported.</p>	
4.4.2b	<p>Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>- Minor compliance -</p>	<p>As per the Agreement to Lease dated 01 Nov 2011, between FGV (Lessee) and FELDA (Lessor), FELDA leases the lands to FGVH on a long-term basis, empowering FGVH to undertake replanting and productivity improvement initiatives. In return, FGVH pays FELDA the Lease Consideration. Additionally, an agreement dated 25 Nov 1996, between FELDA and FELDA Palm Industries Sdn Bhd grants a license to occupy a portion of land within the Lepar Hilir 4 Scheme for FGVPI Kilang Sawit Lepar Hilir usage. Thus, it is verified that the lands are leased to FGV from FELDA.</p> <p>There is no customary land at any of the operating units.</p> <p>Therefore, copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process cannot be further assessed during this current audit.</p> <p>Document review on the land titles and onsite interviewed with external stakeholders confirmed that no land disputes have been reported.</p>	Complied
4.4.2c	<p>Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal</p>	<p>As per the Agreement to Lease dated 01 Nov 2011, between FGV (Lessee) and FELDA (Lessor), FELDA leases the lands to FGVH on a long-term basis, empowering FGVH to undertake replanting and productivity improvement initiatives. In return, FGVH pays FELDA</p>	Complied

	<p>status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>the Lease Consideration. Additionally, an agreement dated 25 Nov 1996, between FELDA and FELDA Palm Industries Sdn Bhd grants a license to occupy a portion of land within the Lepar Hilir 4 Scheme for FGVPI Kilang Sawit Lepar Hilir usage. Thus, it is verified that the lands are leased to FGV from FELDA.</p> <p>There is no customary land at any of the operating units.</p> <p>Therefore, copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process cannot be further assessed during this current audit.</p> <p>Document review on the land titles and onsite interviewed with external stakeholders confirmed that no land disputes have been reported.</p>	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>Maps (location/layout/field) for the mill and estates have been prepared by the Land Management Unit of the FGV Group.</p> <p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC) and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, all relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements, cannot be further assessed during this current audit.</p>	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>	<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, evidence to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose, cannot be further assessed during this current audit.</p>	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>	<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, evidence that the implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties cannot be further assessed during this current audit.</p>	Complied
<p>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.</p>			
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>Based on observations, documentation review, verification through the Global Risk Assessment Services System (GRASS), and interviews with management, local communities, and neighboring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p>	Complied

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		<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, documents showing the identification and assessment of demonstrable legal, customary, and user rights are available cannot be further assessed during this current audit.</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>Based on observations, documentation review, verification through Global Risk Assessment Services System (GRASS), and interview with management, local communities, and neighbouring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p> <p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, FPIC is obtained for all oil palm development through a comprehensive process cannot be further assessed during this current audit.</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>Based on observations, documentation review, verification through Global Risk Assessment Services System (GRASS), and interview with management, local communities, and neighbouring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p>	Complied

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	- Minor compliance -	<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, evidence that affected local peoples understand they have the right to say 'no' to operations planned on their lands cannot be further assessed during this current audit.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>Based on observations, documentation review, verification through Global Risk Assessment Services System (GRASS), and interview with management, local communities, and neighbouring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p> <p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, the full range of food and water provisioning options are considered, and transparency of the land allocation process cannot be further assessed during this current audit.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>Based on observations, documentation review, verification through Global Risk Assessment Services System (GRASS), and interview with management, local communities, and neighbouring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p>	Complied

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		<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, evidence that the affected communities and rights holders have had the option to access information and advice that is independent of the project proponent cannot be further assessed during this current audit.</p>	
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>Based on observations, documentation review, verification through Global Risk Assessment Services System (GRASS), and interview with management, local communities, and neighbouring stakeholders, it was verified that there is no occurrence of any new planting within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p> <p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, evidence 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 cannot be further assessed during this current audit.</p>	Complied
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>There is no evidence of any land acquired for plantations or mill after 15 November 2018 within FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC).</p>	Complied

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4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no evidence of any new lands acquired in areas inhabited by communities in voluntary isolation.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	A mutually agreed procedure for identifying legal, customary or user rights and for identifying people entitled to compensation and resolution of land conflicts is available and documented under Procedure ML-1A/L2- Pr10 Issue 1 Rev 0 dated 01/06/2016. The procedure relates to local community and customary rights, resolution plan, compensation, compliance, and boundary stone demarcation.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and documented under Procedure ML-1A/L2-Pr10 Issue 1 Rev 0 dated 01/06/2016. Since there is no dispute or obligation to pay for any compensation, the implementation and corrective actions taken could not be verified during the audit.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA. A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported. Therefore, evidence that equal opportunities are provided to both men and women to hold land titles for scheme small holdings cannot be further assessed during this current audit.	Complied

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4.6.4	<p>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.</p> <p>- Minor compliance -</p>	<p>There are no issues of customary rights in the mill and estates within the FGVPI Kilang Sawit Lepar Hilir Unit of Certification (UoC), and the lands are leased to FGV from FELDA.</p> <p>A review of land titles and onsite interviews with external stakeholders confirmed that no land disputes have been reported.</p> <p>Therefore, 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 cannot be further assessed during this current audit.</p>	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	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>A mutually agreed procedure for identifying people entitled to compensation is available and documented under "Prosedur Pengenalpastian dan Penyelesaian Pertikaian Tanah" ML-1A\L2-Pr10(0), effective from June 1, 2016.</p> <p>The procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring boundary stones. Compensation is paid according to the basic cost per acre and the market land price.</p>	Complied
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>A mutually agreed procedure for identifying people entitled to compensation is available and documented under "Prosedur Pengenalpastian dan Penyelesaian Pertikaian Tanah" ML-1A\L2-Pr10(0), effective from June 1, 2016.</p> <p>The procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring</p>	Complied

		boundary stones. Compensation is paid according to the basic cost per acre and the market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	The estates have been long established, with no plantation expansion, ensuring that no communities have lost access or rights to land for plantation expansion. Nevertheless, the surrounding communities have generally benefitted from plantation development activities and infrastructure improvements, such as better road conditions, access to improved education and healthcare facilities, as well as job and business opportunities.	Complied
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There have been no new plantings in both estates within the Lepar Hilir POM certification unit. All operating units have demonstrated their legal use rights, with no customary or other user rights being denied. In case of any issues, the procedure is documented as 'Pengenalpastian dan Penyelesaian Pertikaian Tanah' (Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016). This procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring boundary stones. Compensation is paid according to the basic cost per acre and the market land price. Consultation with external stakeholders, including neighbours and local communities, confirmed that there are no land conflicts with the company.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of	There have been no new plantings in both estates within the Lepar Hilir POM certification unit. All operating units have demonstrated their legal use rights, with no customary or other user rights being denied. In case of any issues, the procedure is documented as	Complied

	<p>certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>'Pengenalpastian dan Penyelesaian Pertikaian Tanah' (Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016). This procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring boundary stones. Compensation is paid according to the basic cost per acre and the market land price.</p> <p>Consultation with external stakeholders, including neighbours and local communities, confirmed that there are no land conflicts with the company.</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 have been no new plantings in both estates within the Lepar Hilir POM certification unit. All operating units have demonstrated their legal use rights, with no customary or other user rights being denied. In case of any issues, the procedure is documented as 'Pengenalpastian dan Penyelesaian Pertikaian Tanah' (Doc. # ML-1A/L1-Pr10(0); Date: 01/06/2016). This procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring boundary stones. Compensation is paid according to the basic cost per acre and the market land price.</p> <p>Consultation with external stakeholders, including neighbours and local communities, confirmed that there are no land conflicts with the company.</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>There have been no new plantings in both estates within the Lepar Hilir POM certification unit. All operating units have demonstrated their legal use rights, with no customary or other user rights being denied. In case of any issues, the procedure is documented as 'Pengenalpastian dan Penyelesaian Pertikaian Tanah' (Doc. # ML-</p>	Complied

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		<p>1A/L1-Pr10(0); Date: 01/06/2016). This procedure outlines the handling and monitoring of issues raised by local communities regarding customary or user rights. It details the process for compensating entitled individuals and monitoring boundary stones. Compensation is paid according to the basic cost per acre and the market land price.</p> <p>Consultation with external stakeholders, including neighbours and local communities, confirmed that there are no land conflicts with the company.</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	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current FFB price has been publicly displayed at the weighbridge counter of LHPOM. The pricing of FFB is based on MPOB pricing and list of the previous pricing was accessible by smallholders upon request. FGV Trading derived the relevant zoning FFB price from MPOB and uploaded to the database for mill to review on daily basis. The current and previous prices also available and accessible to smallholders via system IPMS (Integrated Palm Mill System) which communicated via WhatsApp consist of:</p> <ul style="list-style-type: none"> - Mill Manager - Area Quality Supervis - FGVPM Managers - Felda Managers - FPM Managers - Settlers Heads (Tok 4) - Latest price for 16/10/2024: RM46.00 per 1% of OER (FFB Grade) 	Complied

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5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>Evidence that LHPOM certification unit explains FFB pricing available for latest session conducted by GSD in combination FGV Trading, and FGVAS. The program entitled Program Bersama Pembekal Terus 2024 with plan for 2024 started on 19/08/2024 in Region (Wilayah) 2; Next in Wilayah 1 (Chini 2, Chini 3, Lepar Hilir, Bukit Sagu & Panching) Date: 12/11/2024; No. of target supplier: 15.</p> <p>Previous session was conducted on 19-21/03/2023 in Swiss Garden Beach Resort Kuantan attended by 67 participants among smallholders.</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing, calculated as a portion of the MPOB CPO price less costs is provided to smallholders as well as suppliers and documented in the FFB purchase agreement. FFB pricing calculated based on OER as following:</p> <p>Basic Daily Price of 1% OER = $\frac{\{(A-E-F-G-H) \times C\} + \{(B-I) \times D\} - J - K}{C}$; where:</p> <ul style="list-style-type: none"> - A: CPO Price (MPOB Daily Peninsular CPO Price) - B: PK Price (MPOB Daily Peninsular PK Price) - C: Base OER (%) - D: Base KER (%) - E: MPOB Cess (RM/mt) - F: State Government Tax (%) - G: CPO Transport Cost (RM/mt) - H: CPO Storage Cost (RM/mt) - I: PK Transport Cost (RM/mt) - J: FFB Processing Charge (RM/mt) - K: Downstream Support Project Charge (RM/mt) <p>Final FFB Price (mt) = Daily FFB Base 1% Price x OER; Where:</p>	Complied

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		A: % OER = Graded CPO OER – Quality Penalty	
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>Evidence available as per latest sample as following:</p> <ul style="list-style-type: none"> - Minit Mesyuarat JPPK (Jawatankuasa Permuafakatan, Produktiviti & Kualiti) Lepar Hilir; Meeting # 03/24; Date: 28/03/2024 @ Mega View Hotel. - Minit Mesyuarat JPPK (Jawatankuasa Permuafakatan, Produktiviti & Kualiti) Lepar Hilir; Meeting # 08/24; Date: 28/07/2024 @ Panching Resort <p>Latest meeting was conducted on 04/10/2024. Additionally, Further trail indicated that Jawatankuasa Permuafakatan Produktiviti & Kualiti (JPPK) also consist of representative of women in FELDA known as Gerakan Peneroka Wanita (GPW). However, it was confirmed there is no independent representative organisations assisting smallholders involved in this certification unit</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Suppliers among collection centres and smallholders in general has been briefed and provided with Supplier Code of Conduct (SCOC); May 2020 prior to contractual engagement. The SCOC also available via FGV company's website link https://www.fgvholdings.com/wp-content/uploads/2020/08/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both parties. Verified the agreement with FFB suppliers as per samples as following:</p> <ul style="list-style-type: none"> - FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Tan Hap @ Tan Hup (MPOB License # 832826001010; Validity period: 30/12/2020 - 30/11/2025) 	Complied

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		<ul style="list-style-type: none"> - FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Lee Kian Heng (MPOB License # 535225101000; Validity period: 01/02/2020 - 31/01/2025) - The mill no longer received external FFB as per letter by FGV Trading Sdn. Bhd. ref. # (28/2024)FGVTSB/CEO; Date: 09/09/2024. 	
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>Verification of contract agreement, records of payment and interview with contractors indicated that contracts was fair, legal and transparent and agreed payments were made in timely manner as per samples as following:</p> <ul style="list-style-type: none"> - SAP FFB Payment Report for period: 19/08/2024 – 25/08/2024; Statement date: 26/08/2024; Supplier: Lee Kian Heng; Invoice Ref. # 1026408; Payment date: 26/08/2024 SAP FFB Payment Report for period: 19/08/2024 – 25/08/2024; Statement date: 26/08/2024; Supplier: Tan Hap @ Tan Hup; Payment Statement Ref. # 1026411; Payment date: 26/08/2024 	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Calibration of weighbridge is regularly done by third party and Certificates which were issued by relevant authority (Metrology Corporation Malaysia Sdn Bhd) were available for verification for 2 units of weighbridges in LHPOM as following:</p> <ul style="list-style-type: none"> - Form # B 1861237 Weighing & Measurement Validation Serial # 201650410; Calibration # CKU-ATK-062707; Safety Sticker # 14kQ003506; Weighbridge: 60,000 kg x 10 kg ZM510; Date: 07/05/2024 Form # D 128019 Weighing & Measurement Validation Serial # 00996616GM; Calibration # CI-ATK-02582; Safety Sticker # DE18 015744; Weighbridge: 80,000 kg x 50 kg IND 310; Date: 27/06/2024 	Complied

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5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>Lepar Hilir POM certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Felda Plantation and Felda proper. FFB suppliers other than the management of Felda Plantation are free whether to sell their crop to LHPOM or not. Hence, no contract agreement necessary.</p> <p>Notwithstanding, interested smallholders invited to latest previous consultation conducted on 19-21/03/2023 in Swiss Garden Beach Resort Kuantan attended by 67 participants among smallholders.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The same grievance mechanism as described in Criterion 4.2 is used. There was no grievance received from smallholders since last audit.</p>	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	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Lepar Hilir POM certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Felda Plantation and Felda proper. FFB suppliers other than the management of Felda Plantation are free whether to sell their crop to LHPOM or not. Hence, no contract agreement necessary.</p> <p>Notwithstanding, interested smallholders invited to latest previous consultation conducted on 19-21/03/2023 in Swiss Garden Beach Resort Kuantan attended by 67 participants among Felda settlers and external smallholders. Among the agenda in the consultation programs were as following:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial</p>	<p>Based on the agenda in the consultations with independent smallholders and FFB suppliers on 19-21/03/2023. The objective of the consultation was as the company initiative to share the company</p>	Complied

	competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	vision and to share information on the new industry development and to obtain feedback from the smallholders and suppliers as inputs to improve the company operations and to share and promote the service provided by the company. FGV also have conducted survey for the smallholders FFB suppliers on the service required from the company prior to renewal of FFB purchase agreement documented as following: - "Borang Deklarasi dan Kaji Selidik Pembekal BTS." There's also training sessions conducted for settlers as following: - Taklimat Kualiti BTS Bersama MPOB & JKRR Felda Lepar 3; Date: 16/08/2024 - Taklimat Scout Harvesting Lepar Hilir 5; 10/07/2024	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	All smallholders directly supply FFB to the mill are legal. LHPOM acquired the information on legality of FFB production as per established register of FFB supplier. In the register stated the supplier's name, manager/owner, contact no., MPOB license no. and validity period, planted area, farm/estate coordinate, land ownership, and RSPO/MSPO certified. The mill has kept copy of relevant document for references.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The scheme smallholders were managed by Felda proper. Trainings were provided by the scheme smallholder's management from time to time.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Based on the FGV's latest submitted ACOP 2023 via link: https://rspo.org/members/1-0225-16-000-00/ the support provided were the following: - Raising awareness on sustainability requirements, market access and trade opportunities	Complied

		<ul style="list-style-type: none"> - Compliance check to identify gaps in sustainability requirements and their practices - Train FFB dealers on traceability management for responsible sourcing 	
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on non-discrimination and equal opportunity under Clause 2.1.1, which states:</p> <p>"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>This Policy is available and socialised to workers and staff and can be downloaded from the FGVHB website at:</p> <p>https://www.fgvholdings.com/sustainability/policies-guidelines/</p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was</p>	Complied

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		<p>included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy. Interviews with local and foreign workers at the UoC confirmed that they have not experienced any form of discrimination and that they are given equal opportunities to enjoy medical, housing, and other benefits such as the use of amenities provided by the company.</p>																									
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence is available that there has been no form of discrimination against any employee or group of employees. All workers interviewed (local, foreign, male, and female) confirmed equal payment of wages/salaries for the same work done, and fair provision of housing and access to benefits and amenities. This was verified with their payslips for three sample months (October 2023, February 2024, and September 2024). A review of payslips and employment contracts also confirmed that all workers, irrespective of nationality, gender, religion, etc., are accorded the same terms of employment, benefits, and living standards. Samples of workers are as follows:</p> <p>FGVPI Kilang Sawit Lepar Hilir:</p> <table border="1"> <thead> <tr> <th>Worker ID</th><th>Citizenship</th><th>Gender</th><th>Job</th></tr> </thead> <tbody> <tr> <td>01202886</td><td>Malaysian</td><td>Male</td><td>Workshop Attendant</td></tr> <tr> <td>01211957</td><td>Malaysian</td><td>Female</td><td>Weighbridge Attendant</td></tr> <tr> <td>06200091</td><td>Malaysian</td><td>Female</td><td>Lab Attendant</td></tr> <tr> <td>01202881</td><td>Malaysian</td><td>Female</td><td>Clerical</td></tr> <tr> <td>0121193</td><td>Malaysian</td><td>Male</td><td>Ramp</td></tr> </tbody> </table>	Worker ID	Citizenship	Gender	Job	01202886	Malaysian	Male	Workshop Attendant	01211957	Malaysian	Female	Weighbridge Attendant	06200091	Malaysian	Female	Lab Attendant	01202881	Malaysian	Female	Clerical	0121193	Malaysian	Male	Ramp	Complied
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		01212740	Malaysian	Male	Boilerman
		01212745	Malaysian	Male	Engine Room
		01212754	Malaysian	Male	GW
		01212756	Malaysian	Male	GW
		FGVPM Ladang Lepar Hilir 06:			
		Worker ID	Citizenship	Gender	Job
		LW02750116	Malaysian	Male	Driver
		LW02750061	Malaysian	Female	School Bus Conductor
		LW02750122	Malaysian	Female	GW – Administration
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		FW02751291	Bangladeshi	Male	Loader
		FW02751258	Bangladeshi	Male	Harvester
		FW02751529	Indian	Male	GW
		FW02760086	Indian	Male	GW
		FW02751414	Indian	Male	Harvester
		FW02751318	Indonesian	Male	Loader
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		FGVPM Ladang Lepar Hilir 07:			

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FW06131498	Indian	Male	GW
	Indonesian	Male	GW
	Indonesian	Male	Harvester
	Indonesian	Male	GW
<p>FGV Group Guidelines and Procedures for Responsible Recruitment and Employment of Migrant Workers state:</p> <p><i>"FGV commits to the principle of 'no recruitment fee' in the recruitment of its migrant workers. The migrant workers shall not pay any recruitment fee for the purpose of their employment."</i></p> <p>Based on interviews, no recruitment fees have been imposed on foreign workers in the current situation. However, for previous recruitment, foreign workers were charged recruitment fees in their country of origin, varying from RM1,500 to RM3,000 for Indonesians and up to RM20,000 for Bangladeshis. These amounts covered expenses such as transportation, training, agency fees, passport, medical, levy, insurance, work permit, visa, processing fees, etc. Recruitment fees were reimbursed to each worker in three stages as follows:</p> <p>(1) Indonesian (Total Reimbursement = RM 1,350):</p> <ul style="list-style-type: none"> First payment - Received on 15 March 2023 = RM 450 Second payment - Received in June 2023 = RM 450 Final payment – Received in September 2023 = RM 450 <p>(2) Bangladeshi (Total Reimbursement = RM 4,500)</p> <ul style="list-style-type: none"> First payment - Received on 15 March 2023 = RM 1,800 Second payment - Received in June 2023 = RM 1,350 			

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		<ul style="list-style-type: none"> • Final payment – Received in September 2023 = RM 1,350 (3) Indian (Total Reimbursement = RM 4,800) • First payment - Received on 15 March 2023 = RM 1,920 • Second payment - Received in June 2023 = RM 1,440 • Final payment – Received in September 2023 = RM 1,440 <p>These payments were cross-checked with the Reimbursement Record, which is properly maintained at the respective operating unit. Interviews with sample foreign workers also confirmed that they have received the reimbursement of recruitment fees as stated above.</p> <p>For FGVPI Kilang Sawit Lepar Hilir, only local workers are recruited. The positive discrimination practiced by the mill aligns with the country's policy of giving priority to citizens in skilled employment.</p>	
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 on May 1, 2020, as the main reference document for hiring workers. FGV Group also established a Promotion and Upgrading Guideline, which includes three factors: a performance rating score above 3.0 for the past three years, the position to be promoted, and no disciplinary action received in the past three years.</p> <p>Based on documentation review and interviews conducted with management and workers at the UoC, recruitment selection, hiring, access to training, and promotion are based on workers' skills, capabilities, qualities, and medical fitness necessary for the job. For foreign workers, hiring is mainly conducted through employment agents and handled by the head office in Kuala Lumpur. Recruitment and promotion are verified based on skills, capabilities, qualities, and medical fitness necessary for the job. Each new</p>	Complied

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		foreign worker is required to pass the FOMEMA medical check-up, as required by law, and undergo a probation period to evaluate their level of skills and attitude towards the new surroundings.	
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>During the onsite interview with the Gender Committee representative and a sample of female workers, it was confirmed that pregnancy tests are conducted solely at the request of the female employee, primarily if they are engaged in heavy or hazardous tasks. In the event of a confirmed pregnancy, the employee is reassigned to lighter duties to ensure their pregnancy is not adversely affected.</p> <p>At the time of the audit, no pregnancy tests were conducted. It was observed that all sprayers and manurers were male workers, while female workers were employed in office roles and did not handle chemicals.</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>- Critical (Major) compliance -</p>	<p>A Gender Committee is established at each operating unit within FGVPI Kilang Sawit Lepar Hilir UoC, also known as Kelab Keluarga Dayabudi (KKD) or Jawatankuasa Gender Committee. The organizational chart for the Gender Committee at each operating unit for the year 2024 includes the spouses of staff members, as well as male and female representatives from the company.</p> <p>The Gender Committee serves as a platform for female employees to discuss issues affecting them, including sexual harassment, physical violence, gender discrimination, welfare, workplace-related concerns, actions taken, effectiveness, and activities aimed at strengthening the female community. Meetings are conducted annually or as needed, in accordance with SOP ML-1A/L2-PR10(1), revised in January 2020. Issues discussed in the meetings include:</p> <ul style="list-style-type: none"> • RSPO & MSPO certifications • Equal Opportunity Policy 	Complied

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		<ul style="list-style-type: none"> • Child Labour Policy • Human Rights Policy • Policy on Sexual Harassment, Violence, and Reproductive Rights, including the Procedure on Complaints Handling and Gender Committee Responsibilities • Pemerkasaan Wanita melalui Program Wanita (GEWE) Gender Equality & Women Empowerment – promoting local economic growth, prosperity, and improving the income of workers and the local community, especially smallholders <p>The latest meeting was conducted in September 2024 at the respective operating unit. Various activities are planned and conducted to ensure the committee remains active in raising awareness, identifying and addressing issues of concern, as well as opportunities and improvements for women. The most recent activity was a Cancer Awareness session conducted by Klinik Desa Lepar Hilir 1 in early October 2024.</p> <p>During interviews, the Gender Committee representative mentioned that they receive support from the respective operating unit management, particularly when proposing to organize programs. They also noted that management continuously briefs them on the importance of women's roles in the organization and their rights in the workplace.</p>	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	All FGVPM workers' salaries are paid based on the HR Department's "Buku Panduan Kadar Upah Kerja Pekerja Pentadbiran dan Operasi Ladang Bagi Pekerja Ladang FGVPMSB; KUK BIL 08," in line with the Minimum Wage Order (Gazetted on 27/4/2022) effective from 1/5/2022.	Complied

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Evidence confirms that there is equal pay for the same scope of work. All workers' pay rates comply with the Malaysia Minimum Wage Order 2022 requirements. This was verified through the examination of payslips for three sample months (October 2023, February 2024, and September 2024). A review of payslips and employment contracts further confirmed that all workers, regardless of nationality, gender, religion, etc., are provided with the same terms of employment, benefits, and living standards. Samples of workers are as follows:

FGVPI Kilang Sawit Lepar Hilir:

Worker ID	Citizenship	Gender	Job
01202886	Malaysian	Male	Workshop Attendant
01211957	Malaysian	Female	Weighbridge Attendant
06200091	Malaysian	Female	Lab Attendant
01202881	Malaysian	Female	Clerical
0121193	Malaysian	Male	Ramp
01212740	Malaysian	Male	Boilerman
01212745	Malaysian	Male	Engine Room
01212754	Malaysian	Male	GW
01212756	Malaysian	Male	GW

FGVPM Ladang Lepar Hilir 06:

Worker ID	Citizenship	Gender	Job
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		LW02750116	Malaysian	Male	Driver
		LW02750061	Malaysian	Female	School Bus Conductor
		LW02750122	Malaysian	Female	GW – Administration
		LW02750111	Malaysian	Female	Clerical
		FW02751291	Bangladeshi	Male	Loader
		FW02751258	Bangladeshi	Male	Harvester
		FW02751529	Indian	Male	GW
		FW02760086	Indian	Male	GW
		FW02751414	Indian	Male	Harvester
		FW02751318	Indonesian	Male	Loader
		FW02751454	Indonesian	Male	Harvester
		FW02751537	Indonesian	Male	Harvester
		FGVPM Ladang Lepar Hilir 07:			
		Worker ID	Citizenship	Gender	Job
		LW02760006	Malaysian	Female	GW
		LW02760007	Malaysian	Male	FW Hostel Warden
		FW06131332	Bangladeshi	Male	Harvester
		FW06131136	Bangladeshi	Male	Tractor Driver
		FW06131265	Bangladeshi	Male	Sprayer
		FW02760117	Indian	Male	Manuring

		FW06131442	Indian	Male	GW
		FW02751449	Indian	Male	FFB Loader
		FW02760109	Indonesian	Male	FFB Loader
		FW02760080	Indonesian	Male	Harvester
		FW02760157	Indonesian	Male	Harvester
		FGVPM Ladang Lepar Hilir 08:			
		Worker ID	Citizenship	Gender	Job
		LW04700006	Malaysian	Female	Clerical Work
		LW06130179	Malaysian	Male	Driver
		FW06131125	Bangladeshi	Male	Harvester
		FW06131212	Bangladeshi	Male	GW
		FW06131550	Indian	Male	Harvester
		FW06131580	Indian	Male	GW
		FW06131498	Indian	Male	GW
		FW06131603	Indonesian	Male	GW
		FW06131538	Indonesian	Male	Harvester
		FW06131607	Indonesian	Male	GW
		All workers interviewed (local, foreign, male, and female) confirmed equal payment of wages/salaries for the same work performed, and fair provision of housing, benefits, and amenities.			

Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>The FGVPI Kilang Sawit Lepar Hilir Collective Agreement, documented as "Perjanjian Bersama antara FGV Palm Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung)" for the period 01/01/2022 to 31/12/2024, was reviewed. A briefing record dated 02/08/2024 was also sighted.</p> <p>The Collective Agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for the period 01/01/2022 to 31/12/2024, document number COG. No: 298/2022, was available for verification. This agreement details the pay and conditions for local workers. For foreign workers, pay and conditions are specified in the employment contracts, which are signed by both parties in the workers' native languages. Minutes from a meeting with union representatives, held on 17/10/2023, confirmed the discussion and agreement on the amendment of Clause 29.2. A memo disseminated to all operating units on 18/10/2023, signed by Mr. Rahimi Hissan, Chief Executive Officer of FGVPM, mentioned the amendment of Clause 29.2. This amendment is currently pending in the industrial courts, as per an email from the Human Resources Department dated 21/12/2023.</p> <p>All operating units are committed to complying with the Employment Act 1955 and the Minimum Wages Order 2022, which outline the pay and conditions for each worker. For FGV Plantation (Malaysia) Sdn Bhd, a memo dated 20/05/2022 from the Chief Executive Officer, document number (18) HREO/WW/01/1/2022, was reviewed. This document outlines the guidelines for all operational rates.</p>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions,</p>	<p>Details of applicable labour laws, including the Employment Act 1955, such as wages, rest days, workdays, working hours, overtime,</p>	Complied

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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.

- Critical (Major) compliance -

annual leave, medical leave, and maternity leave, are contained in employment contracts signed between the company and each worker. Documentation of pay is provided in payslips issued to workers every month. Each payslip includes details such as the worker's name, month of pay, wage for the month, overtime pay, paid leave, statutory deductions such as SOCSO (for all workers), EIS and EPF (for Malaysian workers only), and other permissible deductions by JTK, if any. Employment contracts are prepared according to the workers' nationality and are understood by them, while payslips are prepared in Bahasa Malaysia. Samples of workers are as follows:

FGVPI Kilang Sawit Lepar Hilir:

Worker ID	Citizenship	Gender	Job
01202886	Malaysian	Male	Workshop Attendant
01211957	Malaysian	Female	Weighbridge Attendant
06200091	Malaysian	Female	Lab Attendant
01202881	Malaysian	Female	Clerical
0121193	Malaysian	Male	Ramp
01212740	Malaysian	Male	Boilerman
01212745	Malaysian	Male	Engine Room
01212754	Malaysian	Male	GW
01212756	Malaysian	Male	GW

FGVPM Ladang Lepar Hilir 06:

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		Worker ID	Citizenship	Gender	Job
		LW02750116	Malaysian	Male	Driver
		LW02750061	Malaysian	Female	School Bus Conductor
		LW02750122	Malaysian	Female	GW – Administration
		LW02750111	Malaysian	Female	Clerical
		FW02751291	Bangladeshi	Male	Loader
		FW02751258	Bangladeshi	Male	Harvester
		FW02751529	Indian	Male	GW
		FW02760086	Indian	Male	GW
		FW02751414	Indian	Male	Harvester
		FW02751318	Indonesian	Male	Loader
		FW02751454	Indonesian	Male	Harvester
		FW02751537	Indonesian	Male	Harvester
		FGVPM Ladang Lepar Hilir 07:			
		Worker ID	Citizenship	Gender	Job
		LW02760006	Malaysian	Female	GW
		LW02760007	Malaysian	Male	FW Hostel Warden
		FW06131332	Bangladeshi	Male	Harvester
		FW06131136	Bangladeshi	Male	Tractor Driver
		FW06131265	Bangladeshi	Male	Sprayer

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		FW02760117	Indian	Male	Manuring	
		FW06131442	Indian	Male	GW	
		FW02751449	Indian	Male	FFB Loader	
		FW02760109	Indonesian	Male	FFB Loader	
		FW02760080	Indonesian	Male	Harvester	
		FW02760157	Indonesian	Male	Harvester	
		FGVPM Ladang Lepar Hilir 08:				
		Worker ID	Citizenship	Gender	Job	
		LW04700006	Malaysian	Female	Clerical Work	
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		FW06131498	Indian	Male	GW	
		FW06131603	Indonesian	Male	GW	
		FW06131538	Indonesian	Male	Harvester	
		FW06131607	Indonesian	Male	GW	

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		<p>Based on sampled employment contracts or work agreements, the contracts were signed in dual languages, namely Bahasa Malaysia and the workers' native languages, such as English, Indonesian, Bengali, and Hindi. Examples include:</p> <ul style="list-style-type: none"> • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishIndonesia; Rev. # 4.0; Date: 1/5/2022. • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishBengali; Rev. # 4.0; Date: 1/5/2022. • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishHindi; Rev. # 4.0; Date: 1/5/2022. <p>During interviews, it was verified that translators from among the workers (usually worker representatives) are sought to translate the documents if needed.</p>	
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>There is evidence that the UoC has demonstrated compliance with legal requirements. Workers' payslips indicate regular working hours of 8 hours, including a 1-hour break, with an average of 6 days per week for FGVPI Kilang Sawit Lepar Hilir. For FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08, working hours are 9.5 hours, including a 2-hour break, or 9 hours, including a 1.5-hour break, with an average of 6 days per week. Overtime work is performed only with mutual consent and is not mandatory. The</p>	Complied

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rates payable for overtime work are stipulated in the employment contracts and are in accordance with the Employment Act 1955.

Regarding deductions, sampled payslips contain deductions permitted under Ruj.: (22) dlm BHG. PU/9/129 Jld 23 dated 26 April 2016 for Felda Global Ventures Plantations (Malaysia) Sdn Bhd, with consent from the workers. Permit approval by JTK is applicable to all FGVPM units in Peninsular Malaysia. Sampled employment contracts and payslips show that public holiday leaves were paid as per the Act. The period of termination notice is clearly stated in the employment contracts, varying with the length of service. Samples of employment contracts, payslips, time attendance, and work activity/attendance reports were reviewed as follows:

FGVPI Kilang Sawit Lepar Hilir:

Worker ID	Citizenship	Gender	Job
01202886	Malaysian	Male	Workshop Attendant
01211957	Malaysian	Female	Weighbridge Attendant
06200091	Malaysian	Female	Lab Attendant
01202881	Malaysian	Female	Clerical
01211193	Malaysian	Male	Ramp
01212740	Malaysian	Male	Boilerman
01212745	Malaysian	Male	Engine Room
01212754	Malaysian	Male	GW
01212756	Malaysian	Male	GW

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		FGVPM Ladang Lepar Hilir 06:				
		Worker ID	Citizenship	Gender	Job	
		LW02750116	Malaysian	Male	Driver	
		LW02750061	Malaysian	Female	School Bus Conductor	
		LW02750122	Malaysian	Female	GW – Administration	
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		FGVPM Ladang Lepar Hilir 07:				
		Worker ID	Citizenship	Gender	Job	
		LW02760006	Malaysian	Female	GW	
		LW02760007	Malaysian	Male	FW Hostel Warden	
		FW06131332	Bangladeshi	Male	Harvester	
		FW06131136	Bangladeshi	Male	Tractor Driver	

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		FW06131265	Bangladeshi	Male	Sprayer
		FW02760117	Indian	Male	Manuring
		FW06131442	Indian	Male	GW
		FW02751449	Indian	Male	FFB Loader
		FW02760109	Indonesian	Male	FFB Loader
		FW02760080	Indonesian	Male	Harvester
		FW02760157	Indonesian	Male	Harvester
		FGVPM Ladang Lepar Hilir 08:			
		Worker ID	Citizenship	Gender	Job
		LW04700006	Malaysian	Female	Clerical Work
		LW06130179	Malaysian	Male	Driver
		FW06131125	Bangladeshi	Male	Harvester
		FW06131212	Bangladeshi	Male	GW
		FW06131550	Indian	Male	Harvester
		FW06131580	Indian	Male	GW
		FW06131498	Indian	Male	GW
		FW06131603	Indonesian	Male	GW
		FW06131538	Indonesian	Male	Harvester
		FW06131607	Indonesian	Male	GW

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		The sample months reviewed were October 2023, February 2024, and September 2024.	
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>The respective operating units of the UoC have implemented the Workers' Minimum Standard of Housing and Amenities Act 1990. Adequate housing is provided to all workers (both local and foreign) free of charge, with 24-hour electricity supplied by Tenaga Nasional Berhad and treated water from the local authority. During a site visit to the respective operating units of the UoC, the hostels were verified to be satisfactorily clean. All toilets, bathrooms, and kitchens were found to be in working condition.</p> <p>Linesite inspections are conducted daily by an appointed person in charge, adequately covering the cleanliness of the surrounding area, pavements, drains, kitchens, latrines, bathrooms, and the inside condition of each room. Inspection records from the 2nd week of October 2024 were reviewed, confirming thorough inspections. Access to medical treatment is also available, with clinics located in nearby satellite towns. Klinik Kesihatan, panel clinics, and government hospitals are within reach, and transportation is provided in case of emergencies. Medical expenses are covered by the group up to a specified amount for local workers and RM200 for foreign workers.</p> <p>Based on the verification of the total number of workers and housing/hostel units, the ratio of workers per unit was found to be adequate. This was further supported by site visits to the housing quarters and interviews with workers.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>The UoC demonstrates that workers have access to adequate, sufficient, and affordable food. The vicinity predominantly consists of FELDA settlers, ensuring the availability of sundry shops. The workers' quarters at the respective operating units are located within well-developed FELDA settlements and satellite towns.</p>	Complied

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		Workers interviewed confirmed that they can easily purchase necessary items such as eggs, rice, flour, and sugar from the sundry shops. Sundry shops are available at each audited operating unit, as the workers' quarters are situated within FELDA settlements and satellite towns, such as Gambang, Pahang.	
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the 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</i></p>	<p>FGV provides a decent living wage for both local and foreign workers based on a prevailing wages assessment. This includes wages, service bonuses, meals, housing, health facilities, sports and recreation, education, creche, welfare, and more.</p> <p>In the absence of a Decent Living Wage (DLW) standard, FGV Holdings Berhad management, via the Sustainability Certification and Compliance Department (SCCD), conducted a Prevailing Wage Assessment for the Lepar Hilir POM certification units. This assessment was based on check-roll workers' income for the period from January to December 2023, using the DLW Guideline by RSPO (December 2020). FGV calculated the DLW based on the highest value from all FGV sites, which encompass 150 plantations owned by FGV.</p> <p>The reference costs included:</p> <ul style="list-style-type: none"> • Housing (based on rental rates of similar houses in nearby areas) • Utilities (water and electricity) • Education (transportation to and from school) • Transportation to the workplace • Healthcare (transportation costs and medical expenses) • Childcare (TADIKAs) • Staff/workers welfare (events and donations) • Sports and recreation 	Complied

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	<p><i>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>	<p>A review of payslips confirmed that the salaries received complied with the Minimum Wage Order 2022. The prevailing wage, including in-kind benefits, was calculated as follows:</p> <ul style="list-style-type: none"> • Local Workers: RM 2,030.00 • Foreign Workers: RM 1,801.25 	
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>All core work at the respective operating units of the UoC is performed by permanent, full-time employees or on a contractual full-time basis.</p> <p>At the time of the audit, all workers held permanent status as specified in their employment contracts, with no casual or temporary labor employed.</p> <p>This was duly confirmed through documentation review and interviews conducted with workers and management.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which</p>	Complied

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	<p>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>was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on recognizing freedom of association and right to collective bargaining under Clause 2.2.9, which states: <i>"FGV Group recognises and respects employees' right to freedom of expression, freedom of association and to collective bargaining."</i></p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy.</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>At FGVPI Kilang Sawit Lepar Hilir, a union meeting was conducted on 07/10/2024. The minutes of the meeting, titled "Mesyuarat Jawatankuasa Kerja Agung Kali ke-empat Sesi 2022 – 2025," were reviewed.</p> <p>For FGVPM, as referenced in the Memo Perubahan Nama dan Garis Panduan Jawatankuasa Perundingan Bersama (JPB) (Ref. No. (04) HR/Memo/E&W/2023, dated 10/10/2023), guidelines are provided on the election process for worker representatives, the election procedure, and the conduct of meetings. The agenda includes explanations of planned programs for the upcoming four months and discussions on various matters, allowing representatives to share ideas and information. Following the election, the committee of worker representatives, known as Jawatankuasa Komunikasi Harmoni (JKH), was formed. The latest meeting details are as follows:</p>	Complied

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		<ul style="list-style-type: none">• FGVPM Ladang Lepar Hilir 06: Latest meeting on 30/09/2024, attended by the Estate Manager, Assistant Manager, local workers' representative, women workers' representative, Indian workers' representative, Bangladeshi workers' representative, and Indonesian workers' representative.• FGVPM Ladang Lepar Hilir 08: Latest meeting on 05/09/2024, attended by the Estate Manager, Assistant Manager, local workers' representative, women workers' representative, Indian workers' representative, Bangladeshi workers' representative, and Indonesian workers' representative.• FGVPM Ladang Lepar Hilir 07: Latest meeting on 12/09/2024, attended by the Estate Manager, Assistant Manager, local workers' representative, women workers' representative, Indian workers' representative, Bangladeshi workers' representative, and Indonesian workers' representative.• FGVPM Ladang Lepar Hilir 05: Latest meeting on 30/09/2024, attended by the Estate Manager, Assistant Manager, local workers' representative, women workers' representative, Indian workers' representative, Bangladeshi workers' representative, and Indonesian workers' representative. <p>The minutes of these meetings are properly maintained by the respective operating units. Based on interviews with worker representatives, it is confirmed that the meetings facilitate two-way communication, allowing representatives to raise issues highlighted by their colleagues. Additionally, management follows up on the issues raised. This confirms that meetings between the unit of certification and trade unions or worker representatives are effectively implemented at the respective operating units.</p>	
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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>For FGVP, as referenced in the Memo Perubahan Nama dan Garis Panduan Jawatankuasa Perundingan Bersama (JPB) (Ref. No. (04) HR/Memo/E&W/2023, dated 10/10/2023), guidelines are provided on the election process for worker representatives, the election procedure, and the conduct of meetings. The agenda includes explanations of planned programs for the upcoming four months and discussions on various matters, allowing representatives to share ideas and information. The memo also states that management does not interfere in the election process. Following the election, the committee of worker representatives, known as Jawatankuasa Komunikasi Harmoni (JKH), was formed.</p> <p>Workers have the right to join or form trade unions of their own choosing without prior authorization and to bargain collectively. Interviews with sampled workers confirmed that the election of representatives was conducted freely by the workers without any interference from management.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on prohibition of child labour under Clause 2.2.4, which states:</p> <p><i>"FGV Group strictly prohibits any form of child labour and is committed to employing only persons of the age of 18 and above. Within its supply chain, FGV Group shall not tolerate the employment of any person below the age of 15 but recognises that the national law allows the employment of young persons so long as the nature of work is not hazardous, does not interfere with such person's education, and is not harmful to the person's health or</i></p>	Complied

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		<p><i>physical, mental, spiritual, moral or social development at any stage of the employment. "</i></p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy.</p>	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>There is no evidence that the UoC employs anyone below the age of 18 years. This was verified by examining the employees' master lists of each operating unit, where details of the workers' passports or ICs and dates of birth are available.</p> <p>There is also documented screening for all workers, requiring them to show evidence of age in their respective passports (for foreign workers) and identity cards (for Malaysians) prior to employment. These documents are kept in their personal files.</p> <p>This was duly confirmed through the examination of sampled ICs and passports, interviews with workers and staff, as well as observations made during field visits.</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>According to documentation review, interviews, and observations, there is no evidence that the UoC employs any young persons. This was further verified by examining the master lists of each operating unit, where details of the workers' ICs or passports and dates of birth are available. Interviews with workers and staff, as well as</p>	Complied

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		observations made during field visits, confirm that only individuals above the age of 18 are employed.	
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on prohibition of child labour under Clause 2.2.4, which states:</p> <p><i>"FGV Group strictly prohibits any form of child labour and is committed to employing only persons of the age of 18 and above. Within its supply chain, FGV Group shall not tolerate the employment of any person below the age of 15 but recognises that the national law allows the employment of young persons so long as the nature of work is not hazardous, does not interfere with such person's education, and is not harmful to the person's health or physical, mental, spiritual, moral or social development at any stage of the employment."</i></p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVP Ladang Lepar Hilir 05, on 04/03/2024 at FGVP Ladang Lepar Hilir 06, on 07/05/2024 at FGVP Ladang Lepar Hilir 07, and on 04/03/2024 at FGVP Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>The UoC has communicated its child labour policy to all contractors and suppliers through the signing of the Supplier Code of Conduct (SCOC) and the Group Sustainability Policy (GSP). Specific clauses prohibiting child, forced, and trafficked labor are included in the FGV Supplier Code of Conduct (SCOC), which is signed together with the contract documents (Surat Perintah Kerja – SPK) by all contracted</p>	Complied

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		<p>third parties. The contracts explicitly require contractors to comply with provisions ensuring that contractors and service providers are aware of and will not engage in child, forced, or trafficked labor. This was verified in documents signed with the following contractors:</p> <p><u>FGVPI Kilang Sawit Lepar Hilir</u></p> <ul style="list-style-type: none"> ▪ Hamidah binti Mat Ali Piah: Canteen Operator – Contract No. FGVPI/ML/E1.5.3/borang 09/2023 (valid until 31/12/2024) ▪ HNYS Resources: Grasscutting Contractor – SPK No. 3301680847/1301297317 dated 18/06/2024, valid until 30/06/2025 ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Tan Hap @ Tan Hup (MPOB License # 832826001010; Validity period: 30/12/2020 - 30/11/2025) ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Lee Kian Heng (MPOB License # 535225101000; Validity period: 01/02/2020 - 31/01/2025) <p><u>FGVPM Ladang Lepar Hilir 06</u></p> <ul style="list-style-type: none"> ▪ Sejati Enterprise: FFB Transporter – Contract No. 5300009696 (valid until 31/12/2024) ▪ BUJ Technology Enterprise Sdn Bhd – Contract No. 6400000421 (valid until 31/12/2024) <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy.</p>	
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Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on prevent sexual and all other forms of harassment under Clause 2.5.1, which states:</p> <p><i>"FGV Group has zero tolerance against any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity."</i></p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Each operating unit of the Unit of Certification (UoC) has adopted the Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024. The policy includes a statement on non-discrimination and equal opportunity under Clause 2.1.1, which states:</p> <p><i>"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,</i></p>	Complied

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		<p><i>nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination."</i></p> <p>This Policy is available and socialised to workers and staff and can be downloaded from the FGVHB website at: https://www.fgvholdings.com/sustainability/policies-guidelines/</p> <p>The communications with workers were verified during morning muster briefings, with latest on 01/03/2024 at FGVPI Kilang Sawit Lepar Hilir, on 23/07/2024 at FGVPM Ladang Lepar Hilir 05, on 04/03/2024 at FGVPM Ladang Lepar Hilir 06, on 07/05/2024 at FGVPM Ladang Lepar Hilir 07, and on 04/03/2024 at FGVPM Ladang Lepar Hilir 08. Additionally, the Group Sustainability Policy was included in the presentation materials during the external stakeholders' meeting on 13/09/2023.</p> <p>Based on interviews with workers and relevant stakeholders, it was confirmed that they are aware of the policy. Interviews with gender committee representative and female workers at the UoC confirmed that the management emphasize on this policy, especially during Gender Committee meeting.</p>	
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>The Gender Committee has been established at both the Mill and Estate levels to disseminate awareness on issues relating to reproductive rights and the needs of new mothers. Awareness of reproductive rights and the needs of new mothers is also addressed during briefings and Gender Committee meetings held at each Mill and Estate.</p> <p>There are no new mothers at the respective operating units of the UoC, except at FGVPM Ladang Lepar Hilir 07. For this unit, a new mother assessment was conducted for one new mother on 13/08/2024. The assessment was carried out by a Gender Committee representative and verified by the Estate Manager. The</p>	OFI

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		<p>assessment included three questions: time management while working, the need for facilities or equipment at the workplace, and other requirements.</p> <p>The new mother assessment will be made more comprehensive to better align with the RSPO P&C standard indicators by enhancing the content of the assessment form template. Consequently, an OFI (Ref. No. 2563525-202410-I1) was raised against this indicator.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The UoC has established procedures related to complaints and grievances, documented as 'Prosedur Menangani Aduan dan Rungutan' (Doc. No. FGV/GSD-SCCD/SOP/010, Ver. No. 3.0, dated 01/06/2022). This procedure outlines the mechanism for receiving complaints, designates the person responsible for handling complaints, and details the process for recording and addressing grievances from affected parties while ensuring anonymity for sensitive complaints. According to the established procedure, complaints are to be resolved within 14 days at the first stage, another 14 days at the second stage, and must be resolved within two months from the date of discussion at the third stage.</p> <p>Complaint/Grievance Forms or Complaint Boxes are maintained within each operating unit and are readily accessible to workers, staff, and stakeholders. The management of FGV has also introduced the FGV App, available for download via Google Playstore or Apple App Store. The FGV App serves as a one-stop platform for FGV employees to manage daily activities, record attendance, lodge work-related grievances, and seek help through the SOS button in case of emergencies.</p> <p>Additionally, a whistleblowing e-form is available at FGV Whistleblowing for stakeholders to report grievances. Employees and external parties can also submit grievances through alternative channels such as:</p>	Complied

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		<ul style="list-style-type: none"> Email: alert@fgvholdings.com Phone: 1-800-88-8717 or 013-3315500 Online: https://www.fgvholdings.com/sustainability/grievance/ Mail: Group Governance & Risk Management Division, Complaint Management & Detection Department, Level 13 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur <p>Paragraph 4.1 of the procedure, titled "Perlindungan dan Kerahsiaan," ensures the anonymity of complainants is respected and protected when requested. Additionally, the 'Prosedur Menangani Aduan Melalui Jawatankuasa Wanita' [ML-1A/L2-PR10(1)] is available.</p> <p>The appointed person in charge of handling social issues and the Chairman of the Gender Committee are responsible for receiving and managing all related complaints. Complainants are also protected under the Whistleblowers Policy, which can be downloaded from the FGV website (www.fgvholdings.com). This policy ensures the anonymity of complainants or whistleblowers, the confidentiality of the information provided, and protection against detrimental actions as a consequence of whistleblower disclosures.</p> <p>The Gender Committee representative mentioned that they understand the complaint and grievance channels established by the management and know whom to communicate with if there is any issue to be highlighted, particularly sensitive issues concerning female workers. However, to date, no sensitive or harassment cases have occurred at any operating unit. The workplace is very safe for female workers.</p>	
Criterion 6.6: No forms of forced or trafficked labour are used.			

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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 the documentation review and interviews with a random sample of workers, it has been verified that all workers at the respective operating units of the UoC have entered into employment voluntarily. Samples below:</p> <p>FGVPI Kilang Sawit Lepar Hilir:</p> <table border="1"> <thead> <tr> <th>Worker ID</th><th>Citizenship</th><th>Gender</th><th>Job</th></tr> </thead> <tbody> <tr> <td>01202886</td><td>Malaysian</td><td>Male</td><td>Workshop Attendant</td></tr> <tr> <td>01211957</td><td>Malaysian</td><td>Female</td><td>Weighbridge Attendant</td></tr> <tr> <td>06200091</td><td>Malaysian</td><td>Female</td><td>Lab Attendant</td></tr> <tr> <td>01202881</td><td>Malaysian</td><td>Female</td><td>Clerical</td></tr> <tr> <td>0121193</td><td>Malaysian</td><td>Male</td><td>Ramp</td></tr> <tr> <td>01212740</td><td>Malaysian</td><td>Male</td><td>Boilerman</td></tr> <tr> <td>01212745</td><td>Malaysian</td><td>Male</td><td>Engine Room</td></tr> <tr> <td>01212754</td><td>Malaysian</td><td>Male</td><td>GW</td></tr> <tr> <td>01212756</td><td>Malaysian</td><td>Male</td><td>GW</td></tr> </tbody> </table> <p>FGVPM Ladang Lepar Hilir 06:</p> <table border="1"> <thead> <tr> <th>Worker ID</th><th>Citizenship</th><th>Gender</th><th>Job</th></tr> </thead> <tbody> <tr> <td>LW02750116</td><td>Malaysian</td><td>Male</td><td>Driver</td></tr> <tr> <td>LW02750061</td><td>Malaysian</td><td>Female</td><td>School Bus Conductor</td></tr> <tr> <td>LW02750122</td><td>Malaysian</td><td>Female</td><td>GW – Administration</td></tr> </tbody> </table>	Worker ID	Citizenship	Gender	Job	01202886	Malaysian	Male	Workshop Attendant	01211957	Malaysian	Female	Weighbridge Attendant	06200091	Malaysian	Female	Lab Attendant	01202881	Malaysian	Female	Clerical	0121193	Malaysian	Male	Ramp	01212740	Malaysian	Male	Boilerman	01212745	Malaysian	Male	Engine Room	01212754	Malaysian	Male	GW	01212756	Malaysian	Male	GW	Worker ID	Citizenship	Gender	Job	LW02750116	Malaysian	Male	Driver	LW02750061	Malaysian	Female	School Bus Conductor	LW02750122	Malaysian	Female	GW – Administration	Complied
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		FW02751258	Bangladeshi	Male	Harvester
		FW02751529	Indian	Male	GW
		FW02760086	Indian	Male	GW
		FW02751414	Indian	Male	Harvester
		FW02751318	Indonesian	Male	Loader
		FW02751454	Indonesian	Male	Harvester
		FW02751537	Indonesian	Male	Harvester
		FGVPM Ladang Lepar Hilir 07:			
		Worker ID	Citizenship	Gender	Job
		LW02760006	Malaysian	Female	GW
		LW02760007	Malaysian	Male	FW Hostel Warden
		FW06131332	Bangladeshi	Male	Harvester
		FW06131136	Bangladeshi	Male	Tractor Driver
		FW06131265	Bangladeshi	Male	Sprayer
		FW02760117	Indian	Male	Manuring
		FW06131442	Indian	Male	GW
		FW02751449	Indian	Male	FFB Loader
		FW02760109	Indonesian	Male	FFB Loader

FW02760080	Indonesian	Male	Harvester
FW02760157	Indonesian	Male	Harvester
FGVPM Ladang Lepar Hilir 08:			
Worker ID	Citizenship	Gender	Job
LW04700006	Malaysian	Female	Clerical Work
LW06130179	Malaysian	Male	Driver
FW06131125	Bangladeshi	Male	Harvester
FW06131212	Bangladeshi	Male	GW
FW06131550	Indian	Male	Harvester
FW06131580	Indian	Male	GW
FW06131498	Indian	Male	GW
FW06131603	Indonesian	Male	GW
FW06131538	Indonesian	Male	Harvester
FW06131607	Indonesian	Male	GW
From samples above:			
<ul style="list-style-type: none"> Retention of Identity Documents or Passports: Based on interviews, it is confirmed that there is no retention of identity documents or passports by the respective operating units of the UoC for either local or foreign workers. Charging Workers for Recruitment Fees: According to FGV Group Guidelines and Procedures for Responsible Recruitment 			

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		<p>and Employment of Migrant Workers, FGV commits to the principle of 'no recruitment fee' in the recruitment of its migrant workers. Based on interviews, no recruitment fees have been imposed on foreign workers in the current situation. However, for previous recruitment, foreign workers were charged recruitment fees in their country of origin. These fees were reimbursed to each worker in three stages, as detailed in the reimbursement records.</p> <ul style="list-style-type: none">• Contract Substitution: No contract substitution was confirmed through worker interviews. Workers verified that they were briefed exactly on the job scope before arrival in Malaysia.• Involuntary Overtime: The overtime consent forms for October 2023, February 2024, and September 2024 were reviewed and found to be duly completed and signed by the respective workers, with management acknowledgment. Interviews confirmed that no forced overtime practices are in place, and workers retain the right to decline any overtime offered.• Freedom to Resign: Terms and conditions for resignation or termination of service are clearly mentioned in the employment contracts signed by the workers.• Penalty for Termination of Employment: No penalties for termination of employment are practiced by the management, as confirmed via interviews with sample workers.• Debt Bondage: It was verified that FGV does not practice giving loans to workers, thus no occurrence of debt bondage was observed during the audit.• Withholding of Wages: No withholding of wages is practiced by the management, as confirmed via interviews with sample workers.	
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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>The specific labor policy and procedures for migrant workers are outlined in the FGV Group Guidelines and Procedures for Responsible Recruitment of Foreign Workers (Doc. No.: FGV/JTK/MAN/001-6, rev: 01, updated 24/03/2021), signed by the Group Chief Executive Officer. This policy aims to provide a comprehensive set of guidelines for the responsible recruitment of foreign workers, in alignment with FGV GSP's commitment to non-discrimination, respect for human rights and labor rights, as well as health and safety.</p> <p>This policy details the recruitment activities for foreign workers, covering various stages including requisition, pre-employment, employment, and post-employment. Additionally, the policy includes procedures for entry to Malaysia, documentation, welfare, repatriation, and operational aspects such as Kadar Upah Kerja. Workers will be signed on a non-transferable contract of employment, and the appointed recruitment agent in the source country shall bear all recruitment costs. Workers will undergo an orientation program and be briefed on their rights, terms and conditions in the contract of employment, and relevant labor and immigration laws. All necessities and accommodation will be provided 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>All estates and mill management has established a Safety Committee, with members including a secretary, representatives from both the employer and employees. These appointments are in line with the appointment letter issued by the Estate Manager. The quarterly meeting agenda covers items such as matters arising from the previous meeting, reports from workplace inspections, updates on the training program and its implementation, discussions on</p>	Complied

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		<p>safety issues in the workplace, review of accident cases, consideration of HIRARC, and other safety-related concerns.</p> <p>Reviewed latest safety minutes meeting for operating unit:</p> <table> <tr> <th rowspan="2">Operating Unit</th><th colspan="3">2024</th></tr> <tr> <th>3rd meeting</th><th>2nd meeting</th><th>1st meeting</th></tr> <tr> <td>FGVPM Lepar Hilir 06</td><td>25/09/2024</td><td>26/06/2024</td><td>27/03/2024</td></tr> <tr> <td>FGVPM Lepar Hilir 08</td><td>29/08/2024</td><td>08/05/2024</td><td>19/03/2024</td></tr> <tr> <td>FGVPISB Lepar Hilir POM</td><td>10/09/2024</td><td>24/06/2024</td><td>07/02/2024</td></tr> <tr> <td>FGVPM Lepar Hilir 07</td><td>25/09/2024</td><td>25/06/2024</td><td>25/03/2024</td></tr> <tr> <td>F5VPM Lepar Hilir 05</td><td>18/09/2024</td><td>26/06/2024</td><td>07/03/2024</td></tr> </table>	Operating Unit	2024			3 rd meeting	2 nd meeting	1 st meeting	FGVPM Lepar Hilir 06	25/09/2024	26/06/2024	27/03/2024	FGVPM Lepar Hilir 08	29/08/2024	08/05/2024	19/03/2024	FGVPISB Lepar Hilir POM	10/09/2024	24/06/2024	07/02/2024	FGVPM Lepar Hilir 07	25/09/2024	25/06/2024	25/03/2024	F5VPM Lepar Hilir 05	18/09/2024	26/06/2024	07/03/2024	
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F5VPM Lepar Hilir 05	18/09/2024	26/06/2024	07/03/2024																											
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>Accident and emergency protocols have been established, including the formation of an Emergency Response and Preparedness (ERP) Team for identified incidents. These procedures, encompassing fire in estate, office and store, chemical spillage, flood, and workplace accidents, have been condensed into a flowchart and prominently displayed for all estate and mill employees. Detailed instructions can be found in the Emergency Response Procedure, Doc. No. FGV/FGVPM/II/IMS/15/013.</p> <p>The ERP team's organizational chart has been established and shared with employees, accompanied by essential telephone</p>	Non-compliance																											

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		<p>contact information. ERP team was headed by estate/mill manager and assisted by employee’s and worker’s representatives.</p> <p>Verified training related to ERP was conducted as table below:</p> <table><tr><th>Operating Unit</th><th>Date</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>18/04/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>08/05/2024</td></tr><tr><td>FGVPISB Lepar Hilir POM</td><td>24/06/2024</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>13/06/2024</td></tr><tr><td>F5VPM Lepar Hilir 05</td><td>29/05/2024</td></tr></table> <p>Monthly First Aid inspection record and updates was conducted by appointed First Aider as table below:</p> <table><tr><th>Operating Unit</th><th>Date of Latest Monthly Inspection</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>09/10/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>19/09/2024</td></tr><tr><td>FGVPISB Lepar Hilir POM</td><td>22/09/2024</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>10/10/2024</td></tr><tr><td>F5VPM Lepar Hilir 05</td><td>04/10/2024</td></tr></table> <p>The operating units consistently document accident-related information, including JKPP 6 forms submitted to the Department</p>	Operating Unit	Date	FGVPM Lepar Hilir 06	18/04/2024	FGVPM Lepar Hilir 08	08/05/2024	FGVPISB Lepar Hilir POM	24/06/2024	FGVPM Lepar Hilir 07	13/06/2024	F5VPM Lepar Hilir 05	29/05/2024	Operating Unit	Date of Latest Monthly Inspection	FGVPM Lepar Hilir 06	09/10/2024	FGVPM Lepar Hilir 08	19/09/2024	FGVPISB Lepar Hilir POM	22/09/2024	FGVPM Lepar Hilir 07	10/10/2024	F5VPM Lepar Hilir 05	04/10/2024	
Operating Unit	Date																										
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F5VPM Lepar Hilir 05	04/10/2024																										

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		<p>of Safety & Health, medical leave certificates, accident investigation reports, and reviews of Hazard Identification, Risk Assessment, and Risk Control (HIRARC). According to JKKP 8 submission report for year 2023, it was confirmed that all accidents were reported, and LTA was calculated accordingly.</p> <p>Summary of reported cases in JKKP 8 for 2023 as per table below:</p> <table><tr><th>Operating Unit</th><th>Number of cases</th><th>JKK 8 Submission date</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>4</td><td>23/01/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>-</td><td>23/01/2024</td></tr><tr><td>FGVPISB Lepar Hilir POM</td><td>0</td><td>11/01/2024</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>5</td><td>23/01/2024</td></tr><tr><td>F5VPM Lepar Hilir 05</td><td>18</td><td>25/01/2024</td></tr></table> <p><u>FGVPISB Lepar Hilir POM</u></p> <p>During site visit, it was confirmed that there is no installation of an emergency shower and eye wash station near the boiler's chemical handling area. This is not in line with the recommendation of the CHRA Assessor as to install an emergency shower and eye wash station near the boiler's chemical handling area as part of Emergency Response in case if any accident happen during chemical usage at the boiler area. Hence, Minor Non-conformity is raised</p>	Operating Unit	Number of cases	JKK 8 Submission date	FGVPM Lepar Hilir 06	4	23/01/2024	FGVPM Lepar Hilir 08	-	23/01/2024	FGVPISB Lepar Hilir POM	0	11/01/2024	FGVPM Lepar Hilir 07	5	23/01/2024	F5VPM Lepar Hilir 05	18	25/01/2024	
Operating Unit	Number of cases	JKK 8 Submission date																			
FGVPM Lepar Hilir 06	4	23/01/2024																			
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FGVPISB Lepar Hilir POM	0	11/01/2024																			
FGVPM Lepar Hilir 07	5	23/01/2024																			
F5VPM Lepar Hilir 05	18	25/01/2024																			

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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>The operating units supply Personal Protective Equipment (PPE) to workers in accordance with Safety Work Procedures and recommendations derived from risk assessment reports, including Chemical Hazard Risk Assessments (CHRA) and Noise Risk Assessments (NRA).</p> <p>All estate ensures that all workers receive appropriate Personal Protective Equipment (PPE) based on their job types.</p> <p><u>FGVPM Lepar Hilir 06</u></p> <p>During a site visit at PR21N, it was observed that spraying activity were equipped with safety helmets, aprons, mask, goggle, and wellington boots as per HIRARC documents.</p> <p><u>FGVPM Lepar Hilir 08</u></p> <p>During a site visit at PM14R, it was observed that workers conducting manuring activity were equipped with safety helmets, aprons, mask, goggle, and wellington boots as per HIRARC documents.</p> <p><u>FGVPM Lepar Hilir 07</u></p> <p>During a site visit at PM15V, it was observed that manurers were equipped with safety helmets, aprons, mask, goggle, and wellington boots as per HIRARC documents</p> <p><u>FGVPM Lepar Hilir 05</u></p>	Complied
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		<p>During a site visit at chemical store, it was observed that store clerk was equipped with safety helmets, mask, and shoes when handling and issuance chemical stock.</p> <p>The PPE issuance records for all certification units have been reviewed and verified. These records are updated for each worker accordingly. Interview session with workers at each operating units confirmed that the records are consistent with on-site observations.</p> <p>The estate conducts PPE inspections on monthly basis, as evidenced by the inspection records reviewed as table below:</p> <table><tr><th>Certification Unit</th><th>Activity Inspected</th><th>Date</th></tr><tr><td>FGVPM Lepar Hilir 06</td><td>Manuring Activity</td><td>19/09/2024</td></tr><tr><td>FGVPM Lepar Hilir 08</td><td>Spraying Activity</td><td>03/09/2024</td></tr><tr><td>FGVPISB Lepar Hilir POM</td><td>Boiler Operation</td><td>04/10/2024</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>Pruning Activity</td><td>12/10/2024</td></tr><tr><td>F5VPM Lepar Hilir 05</td><td>Nursery</td><td>30/09/2024</td></tr></table>	Certification Unit	Activity Inspected	Date	FGVPM Lepar Hilir 06	Manuring Activity	19/09/2024	FGVPM Lepar Hilir 08	Spraying Activity	03/09/2024	FGVPISB Lepar Hilir POM	Boiler Operation	04/10/2024	FGVPM Lepar Hilir 07	Pruning Activity	12/10/2024	F5VPM Lepar Hilir 05	Nursery	30/09/2024	
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F5VPM Lepar Hilir 05	Nursery	30/09/2024																			

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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>Noted that all employees receive medical care known as SOCSO contribution, and a review of workers' profile records indicates that every worker is covered by accident insurance.</p> <table border="1" data-bbox="1146 475 1919 1002"> <thead> <tr> <th>Certification Unit</th><th>Month</th><th>Total Workers</th><th>Amount</th></tr> </thead> <tbody> <tr> <td>FGVPM Lepar Hilir 06</td><td rowspan="5">Sept 2024</td><td>250</td><td>RM12,464.70</td></tr> <tr> <td>FGVPM Lepar Hilir 08</td><td>137</td><td>RM7,767.30</td></tr> <tr> <td>FGVPISB Lepar Hilir POM</td><td>193</td><td>RM10,469.80</td></tr> <tr> <td>FGVPM Lepar Hilir 07</td><td>124</td><td>RM7,024.80</td></tr> <tr> <td>F5VPM Lepar Hilir 05</td><td>275</td><td>RM14,423.80</td></tr> </tbody> </table>	Certification Unit	Month	Total Workers	Amount	FGVPM Lepar Hilir 06	Sept 2024	250	RM12,464.70	FGVPM Lepar Hilir 08	137	RM7,767.30	FGVPISB Lepar Hilir POM	193	RM10,469.80	FGVPM Lepar Hilir 07	124	RM7,024.80	F5VPM Lepar Hilir 05	275	RM14,423.80	Complied
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FGVPM Lepar Hilir 07		124	RM7,024.80																				
F5VPM Lepar Hilir 05		275	RM14,423.80																				
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records of accidents were documented accordingly. It was verified that Records of Lost Time Accident (LTA) metrics were consistently maintained. Observed samples of accident statistics for Year 2023 as reported to DOSH are as follows:</p> <table border="1" data-bbox="1137 1236 1928 1345"> <thead> <tr> <th>Operating Unit</th><th>Accidents Reported</th><th>Lost Time Accident (LTA)</th><th>Reference No.</th></tr> </thead> <tbody> </tbody> </table>	Operating Unit	Accidents Reported	Lost Time Accident (LTA)	Reference No.	Complied																
Operating Unit	Accidents Reported	Lost Time Accident (LTA)	Reference No.																				

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		FGVPM Lepar Hilir 06	4	49	JKKP 8/170802/2023	
		FGVPM Lepar Hilir 08	-	-	JKKP 8/170801/2023	
		FGVPISB Lepar Hilir POM	-	-	JKKP 8/161477/2023	
		FGVPM Lepar Hilir 07	5	39	JKKP 8/170803/2023	
		F5VPM Lepar Hilir 05	18	127	JKKP 8/147334/2023	

Summary of stakeholders interviewed, documents sighted and workplace that were visited during the audit for Principle 6

Interviewee and/or sighted documents and records	Workplace
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Group Sustainability Policy, currently in its fifth iteration, which was adopted by FGV's Board of Directors on 26 February 2024				FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
GSP briefing record dated 01/03/2024				FGVPI Kilang Sawit Lepar Hilir
GSP briefing record dated 23/07/2024				FGVPM Ladang Lepar Hilir 05
GSP briefing record dated 04/03/2024				FGVPM Ladang Lepar Hilir 06
GSP briefing record dated 07/05/2024				FGVPM Ladang Lepar Hilir 07
GSP briefing record dated 04/03/2024				FGVPM Ladang Lepar Hilir 08
Employment contract, payslips (three sample months – October 2023, February 2024, and September 2024), attendance records, overtime consent form, copy of identity document:				FGVPI Kilang Sawit Lepar Hilir
Worker ID	Citizenship	Gender	Job	
01202886	Malaysian	Male	Workshop Attendant	
01211957	Malaysian	Female	Weighbridge Attendant	
06200091	Malaysian	Female	Lab Attendant	
01202881	Malaysian	Female	Clerical	
0121193	Malaysian	Male	Ramp	
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01212754	Malaysian	Male	GW	
01212756	Malaysian	Male	GW	

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Employment contract, payslips (three sample months – October 2023, February 2024, and September 2024), attendance records, overtime consent form, copy of identity document, copy of passport, copy of work permit:				FGVPM Ladang Lepar Hilir 06
Worker ID	Citizenship	Gender	Job	
LW02750116	Malaysian	Male	Driver	
LW02750061	Malaysian	Female	School Bus Conductor	
LW02750122	Malaysian	Female	GW – Administration	
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FW02751291	Bangladeshi	Male	Loader	
FW02751258	Bangladeshi	Male	Harvester	
FW02751529	Indian	Male	GW	
FW02760086	Indian	Male	GW	
FW02751414	Indian	Male	Harvester	
FW02751318	Indonesian	Male	Loader	
FW02751454	Indonesian	Male	Harvester	
FW02751537	Indonesian	Male	Harvester	
Employment contract, payslips (three sample months – October 2023, February 2024, and September 2024), attendance records, overtime consent form, copy of identity document, copy of passport, copy of work permit:				FGVPM Ladang Lepar Hilir 07
Worker ID	Citizenship	Gender	Job	
LW02760006	Malaysian	Female	GW	
LW02760007	Malaysian	Male	FW Hostel Warden	

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FW06131332	Bangladeshi	Male	Harvester		
FW06131136	Bangladeshi	Male	Tractor Driver		
FW06131265	Bangladeshi	Male	Sprayer		
FW02760117	Indian	Male	Manuring		
FW06131442	Indian	Male	GW		
FW02751449	Indian	Male	FFB Loader		
FW02760109	Indonesian	Male	FFB Loader		
FW02760080	Indonesian	Male	Harvester		
FW02760157	Indonesian	Male	Harvester		
Employment contract, payslips (three sample months – October 2023, February 2024, and September 2024), attendance records, overtime consent form, copy of identity document, copy of passport, copy of work permit:					FGVPM Ladang Lepar Hilir 08
Worker ID	Citizenship	Gender	Job		
LW04700006	Malaysian	Female	Clerical Work		
LW06130179	Malaysian	Male	Driver		
FW06131125	Bangladeshi	Male	Harvester		
FW06131212	Bangladeshi	Male	GW		
FW06131550	Indian	Male	Harvester		
FW06131580	Indian	Male	GW		
FW06131498	Indian	Male	GW		
FW06131603	Indonesian	Male	GW		

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FW06131538	Indonesian	Male	Harvester		
FW06131607	Indonesian	Male	GW		
FGV Group Guidelines and Procedures for Responsible Recruitment and Employment of Migrant Workers					FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Foreign workers reimbursement recruitment fee records: First payment - Received on 15 March 2023; Second payment - Received in June 2023; Final payment – Received in September 2023					FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Garis Panduan Pengambilan & Perlantikan Pekerja AM G7' with Doc. No.: 2020/1, updated on 01/05/2020					FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Gender Committee Organization Chart & Appointment Letter for 2024/2025					FGVPI Kilang Sawit Lepar Hilir
Gender Committee Organization Chart & Appointment Letter for 2024/2025					FGVPM Ladang Lepar Hilir 05
Gender Committee Organization Chart & Appointment Letter for 2024/2025					FGVPM Ladang Lepar Hilir 06
Gender Committee Organization Chart & Appointment Letter for 2024/2025					FGVPM Ladang Lepar Hilir 07
Gender Committee Organization Chart & Appointment Letter for 2024/2025					FGVPM Ladang Lepar Hilir 08
Gender Committee Meeting Minutes dated 12/09/2024					FGVPI Kilang Sawit Lepar Hilir
Gender Committee Meeting Minutes dated 18/09/2024					FGVPM Ladang Lepar Hilir 05
Gender Committee Meeting Minutes dated 25/09/2024					FGVPM Ladang Lepar Hilir 06
Gender Committee Meeting Minutes dated 09/09/2024					FGVPM Ladang Lepar Hilir 07
Gender Committee Meeting Minutes dated 30/09/2024					FGVPM Ladang Lepar Hilir 08
Cancer Awareness session conducted by Klinik Desa Lepar Hilir 1 in early October 2024.					FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08

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Buku Panduan Kadar Upah Kerja Pekerja Pentadbiran dan Operasi Ladang Bagi Pekerja Ladang FGVPMSB; KUK BIL 08	FGVPM Ladang Lepar Hilir 05, FGVPMSB Ladang Lepar Hilir 06, FGVPMSB Ladang Lepar Hilir 07, and FGVPMSB Ladang Lepar Hilir 08
Perjanjian Bersama antara FGV Palm Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung)" for the period 01/01/2022 to 31/12/2024	FGVPI Kilang Sawit Lepar Hilir
The Collective Agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for the period 01/01/2022 to 31/12/2024, document number COG. No: 298/2022	FGVPM Ladang Lepar Hilir 05, FGVPMSB Ladang Lepar Hilir 06, FGVPMSB Ladang Lepar Hilir 07, and FGVPMSB Ladang Lepar Hilir 08
<p>Template of employment contract:</p> <ul style="list-style-type: none"> • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishIndonesia; Rev. # 4.0; Date: 1/5/2022. • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishBengali; Rev. # 4.0; Date: 1/5/2022. • Employment Contract Agreement between FGV Plantations (Malaysia) Sdn. Bhd. and Migrant Field Workforce (as described in Appendix 1); Ref. # FGV/FGVPM-JTK/Contract/EnglishHindi; Rev. # 4.0; Date: 1/5/2022. 	FGVPM Ladang Lepar Hilir 05, FGVPMSB Ladang Lepar Hilir 06, FGVPMSB Ladang Lepar Hilir 07, and FGVPMSB Ladang Lepar Hilir 08
Subject: Deductions from Wages under Section 24 of the Employment Act 1955 for Excess Payments of Electricity and Water Bills, and Excess Medical Treatment Payments (Reference No. (22) dlm BHG. PU/9/129 Jld 23 dated 26/04/2016)	FGVPM Ladang Lepar Hilir 05, FGVPMSB Ladang Lepar Hilir 06, FGVPMSB Ladang Lepar Hilir 07, and FGVPMSB Ladang Lepar Hilir 08
Linesite inspection record dated 08/10/2024	FGVPI Kilang Sawit Lepar Hilir
Linesite inspection record dated 10/10/2024	FGVPM Ladang Lepar Hilir 05
Linesite inspection record dated 11/10/2024	FGVPM Ladang Lepar Hilir 06
Linesite inspection record dated 07/10/2024	FGVPM Ladang Lepar Hilir 07
Linesite inspection record dated 09/10/2024	FGVPM Ladang Lepar Hilir 08

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Sundry shop pricelist survey dated 20/09/2024	FGVPM Ladang Lepar Hilir 06
The prevailing wage calculation record.	FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Employees Master List	FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
The minutes of the meeting on 07/10/2024, titled "Mesyuarat Jawatankuasa Kerja Agung Kali keempat Sesi 2022 – 2025	FGVPI Kilang Sawit Lepar Hilir
Memo Perubahan Nama dan Garis Panduan Jawatankuasa Perundingan Bersama (JPB) (Ref. No. (04) HR/Memo/E&W/2023, dated 10/10/2023)	FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Jawatankuasa Komunikasi Harmoni (JKH) Organization Chart + Appointment Letter +meeting minutes	FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Surat Perintah Kerja + SCOC: <ul style="list-style-type: none"> ▪ Hamidah binti Mat Ali Piah: Canteen Operator – Contract No. FGVPI/ML/E1.5.3/borang 09/2023 (valid until 31/12/2024) ▪ HNYS Resources: Grasscutting Contractor – SPK No. 3301680847/1301297317 dated 18/06/2024, valid until 30/06/2025 ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Tan Hap @ Tan Hup (MPOB License # 832826001010; Validity period: 30/12/2020 - 30/11/2025) ▪ FFB Purchase Offer # 9G45-4045; Buyer: FGV Trading Sdn. Bhd.; Supplier: Lee Kian Heng (MPOB License # 535225101000; Validity period: 01/02/2020 - 31/01/2025) 	FGVPI Kilang Sawit Lepar Hilir
Surat Perintah Kerja + SCOC: <ul style="list-style-type: none"> ▪ Sejati Enterprise: FFB Transporter – Contract No. 5300009696 (valid until 31/12/2024) ▪ BUJ Technology Enterprise Sdn Bhd – Contract No. 6400000421 (valid until 31/12/2024) 	FGVPM Ladang Lepar Hilir 06

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New Mother Assessment record	FGVPM Ladang Lepar Hilir 07
'Prosedur Menangani Aduan dan Rungutan' (Doc. No. FGV/GSD-SCCD/SOP/010, Ver. No. 3.0, dated 01/06/2022)	FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08
Complaint/Grievance Forms/records	FGVPI Kilang Sawit Lepar Hilir, FGVPM Ladang Lepar Hilir 05, FGVPM Ladang Lepar Hilir 06, FGVPM Ladang Lepar Hilir 07, and FGVPM Ladang Lepar Hilir 08

Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The estates continued to monitor the Implementation of Integrated Pest Management (IPM) plans. a) The estates 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.</p> <ul style="list-style-type: none"> Increasing number of Barn Owl Box (BOB) and census of occupancy of the BOB as per recommended ration 1 for every 20 hectare Planting 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 and within the nursery perimeter. Establishment of 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. 	Complied

		<ul style="list-style-type: none"> Census on rat damage and diseases like Ganoderma. Rat baiting was by calendar baiting at 2 campaigns per year were recommended by the GM /Agronomist. Baiting is continued until bait acceptance threshold level.' <p>Planting legume cover crop during replanting stage to preserve humidity of the soil and to avoid any unwanted weeds which will affects oil palm seedlings.</p>	
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 estates visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM. The estates have declared this compliance in the status of IPM species invasiveness.	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 -	As stated in FGV Holdings Berhad's Group Sustainability Policy, approved by the Board of Directors on 26/02/2024, all estates are required to enforce a zero-tolerance policy towards the use of fire. Estates must prevent and control any fires that could occur within or near their boundaries, while actively monitoring and reporting any fire incidents in these areas to the appropriate authorities. During visits to each estate, no evidence of fire being used for pest control was observed.	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 -	Agrochemical usage adhered to the FGVPM Agriculture Manual Doc. No. MLSL(Ed.3)-Sec 4(2.0) dated 01/09/2017. The selection of products was tailored to address the specific target pest, weed, and disease. Sighted and reviewed chemical register and confirmed that all operating units confined usage to only class II, class III & class IV pesticides.	Complied

7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides used (including active ingredients used and their Lethal Dosage (LD 50), area treated, amount of a.i applied per ha and number of applications) is maintained by the estate. Sighted Monitoring Record Pesticide Use Per Ha for year 2024 (to date). Average data as per estates below:</p> <table><tr><th>Active Ingredients (a.i/ha)</th><th>FGVPM Lepar Hilir 06</th><th>FGVPM Lepar Hilir 08</th><th>FGVPM Lepar Hilir 07</th><th>FGVPM Lepar Hilir 05</th></tr><tr><td>Glyphosate</td><td>4.62</td><td>0.712</td><td>0.744</td><td>0.202</td></tr><tr><td>Metsulfuron Methyl</td><td>0.01</td><td>0.005</td><td>0.0059</td><td>0.0034</td></tr><tr><td>Triclopyr</td><td>2.79</td><td>0.63</td><td>0.3765</td><td>0.893</td></tr><tr><td>Glufosinate Ammonium</td><td>1.31</td><td>0.02</td><td>-</td><td>-</td></tr></table>	Active Ingredients (a.i/ha)	FGVPM Lepar Hilir 06	FGVPM Lepar Hilir 08	FGVPM Lepar Hilir 07	FGVPM Lepar Hilir 05	Glyphosate	4.62	0.712	0.744	0.202	Metsulfuron Methyl	0.01	0.005	0.0059	0.0034	Triclopyr	2.79	0.63	0.3765	0.893	Glufosinate Ammonium	1.31	0.02	-	-	Complied
Active Ingredients (a.i/ha)	FGVPM Lepar Hilir 06	FGVPM Lepar Hilir 08	FGVPM Lepar Hilir 07	FGVPM Lepar Hilir 05																								
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Glufosinate Ammonium	1.31	0.02	-	-																								
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>All pesticides used were those officially registered under the Pesticide Act 1974. The selection of products was tailored to address the specific target pest, weed, and disease.</p> <p>Sighted and reviewed chemical register and confirmed that all operating units confined usage to only class II, class III & class IV pesticides.</p> <p>IPM Plan for all estates were reviewed. Examples of programmed conducted are increasing number of barn owl nest, addition of plot for beneficial plants and increasing amount of EFB to be applied in estates.</p>	Complied																									

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7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	No prophylactic use of pesticides can be identified during site visit and confirmation with Chemical Register updated on 01/01/2024	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -	Observation at chemical store and documents verification via Chemical Register affirmed that there no Class 1A and Class 1B chemical has been utilized in estate and mill operation activities. Chemical ingredients commonly used are glyphosate, metsulfuron methyl, triclopyr which categorized as Class 2 and Class 3 chemicals. Other examples of chemical used are as listed below: <ul style="list-style-type: none"> • Hellmark 15- Glufosinate Ammonium 13.5% • BM Cergas – Metsulfuron methyl 20% • Rapid – Glyphosate Dimethylammnoium • Racumin – Coumatertraly • Monex – Diuron • Bm Tricalon 250 – Triclopyr Butotyl 32.1% • Butik S – Chlorophainone 0.005% • Symerin 5.5 EC - Cypermethrin 	Complied
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out. - Critical (Major) compliance -	Pesticide operators have undergone training concerning the safe and health-conscious usage, as well as the proper application methods of chemicals. Additionally, they regularly participate in monthly health surveillance conducted by the Medical Assistant. List of training conducted for each estate as details below: <ul style="list-style-type: none"> • FGVP M Lepar Hilir 06: Safe Work Procedure for Weeding Activities, dated 29/06/2024. • FGVP M Lepar Hilir 08: Safe Working Procedure for Spraying Activity, date 05/03/2024 	Complied

		<ul style="list-style-type: none"> • FGVPM Lepar Hilir 07: Chemical Handling & Spillage Management Training, date 13/06/2024 • FGVPM Lepar Hilir 05: Chemical handling & Chemical Spillage Training, date 04/09/2024 <p>Based on interview session and documents review, training related to pesticide handling listed above were attended by sprayers, chemical mixer, store clerk and upkeep mandores. Training reports, pictorial evidence and training effectiveness evaluation also provided and verified.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were discovered stored in the Chemical Store on the estate, adhering to the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) along with their corresponding regulations. The storage facilities were consistently secured to avoid unauthorized access, and proper hazard signage was observed and well maintained at both exterior and interior walls. Adequate ventilation facilities and safety data sheets were also provided.</p> <p>Interview session with personnel in charge confirmed that chemical storage is restricted area for pregnant and breast-feeding mothers.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Unused chemical containers not utilized for premixing were subjected to triple rinsing and puncturing. These containers were then classified as scheduled waste and appropriately disposed of through waste collection contractors, as outlined in Indicator 7.3.2</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no aerial spraying has been executed.</p>	Not Applicable

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>It was confirmed that each estate has conducted their Medical Surveillance as per requirement as details below:</p> <ul style="list-style-type: none"> • FGVPM Lepar Hilir 06: Medical Surveillance conducted 28/12/2023, Ref. No. JKPP/HQ/10/ASS/00/8 2022/45 with external party involving 50 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no further medical concerns was noted. 1 worker were found to have abnormal results, but it was found to be as non-occupational caused. In addition, another medical surveillance conducted on 08/08/2024 for chemical mixer and chemical keeper which resulting no medical concern founded. • FGVPM Lepar Hilir 08: Latest Medical Surveillance conducted 11/07/2024, involving 12 workers which involves in spraying, and chemical premixing, Report of the medical surveillance was available for review and no further medical concerns was noted. • FGVPM Lepar Hilir 07: Medical Surveillance conducted 13/09/2024 with external party involving 35 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no further medical concerns was noted. • FGVPM Lepar Hilir 05: Medical Surveillance conducted 18/04/2024 with external party involving 45 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was available for review and no signs of toxicity from pesticide exposure. 	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>On-site observation at PM13H (FGVPM Lepar Hilir 06), PM14R (FGVPM Lepar Hilir 08), PM11N (FGVPM Lepar Hilir 07) and chemical store (FGVPM Lepar Hilir 05) in addition to verification of the employee master list, no evidence was found indicating that</p>	Complied

	- Critical (Major) compliance -	individuals under the age of 18, pregnant or breastfeeding women, or those with medical restrictions were involved in work related to pesticides.	
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>Lepar Hilir POM and estates established the waste management plan by identifying all type of wastes as following:</p> <ul style="list-style-type: none"> - General wastes: Domestic waste, bulk waste (scrap furniture etc.) & rubbish from house and office - Recyclable wastes: Glass, metal & plastic bottles/containers of food & drinks, used papers, scrap irons and organic wastes (EFB, fronds, shell and mesocarp fibres) - Industrial wastes: Used tyres, triple-rinsed & punctured empty chemical containers, empty fertilizer bags, scheduled wastes, boiler ash and POME solid <p>Generally, domestic waste generated from offices and housing area were collected in waste in and disposed by municipal waste collector via contractor BUJ Technology Enterprise Sdn. Bhd. Domestic waste collection made twice a week on every Tuesday and Friday.</p> <p>The mill managed its Scheduled Waste as per legal requirements of Environmental Quality (Scheduled Waste) Regulation 2005 via SW store at mill and disposal by DOE authorised contractor while all estates within Lepar Hilir POM certification unit manages its Scheduled Waste through centralized SW storage located in Bukit Sagu 04 Estate for SW Codes other than SW305 (Used lubricants) and SW409 (Used oil filters). Both SW305 and SW409 were collected by vendor upon completion of vehicle services works. The centralized storage facility was approved by DOE as per records of DOE Approval with Conditions Letter Ref. # 600-3/5/26 Jld.3 (32); Date: 30/10/2019; Title: Application for Centralized Storage of</p>	Complied

		Scheduled Wastes in FGV Plantations Sector. The practised documented in the SOP for Scheduled Waste Management; SOP # FGVPM/L2/PAS-05; Ref. # 1.0; Date: 23/01/2020.	
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>Proper disposal of waste material was fully understood by all personnel and demonstrated as per sample records verified of latest Consignment Note for Scheduled Waste via centralized collection centre in FGVPM Bukit Sagu 04 Estate as following:</p> <ul style="list-style-type: none"> - LH08E: 5th Schedule (SW Inventory) File Ref. # 062Y84GA; Month: Sep 2024; Date: 24/09/2024 - LH08E: SW Delivery Form (collection chit) by Sime Darby Industrial Sdn. Bhd. # SWD AE # 00130; SW Code: SW305 (Spent Engine Oil: 10L); SW410 (Used Oil Filters: 4pcs); SW410 (Used Contaminated Cotton Rags: 10pcs); Date: 17/05/2024 - LH08E: SW Transport to Centralized Collection Centre Form # FGVPM/L4/F(PAS-08)/1.1 SW Code: SW409 (Fertilizer bag inner: 350kg); SW409 (Used Contaminated PPE: 5kg); Date: 02/09/2024 - LHPOM: 5th Schedule (SW Inventory) File Ref. # JAS.CHQ.600-3/1/43; Date: 24/09/2024 - LHPOM: 6th Schedule (SW Consignment Note) Ref. # C15037; SW305 Quantity: 0.170mt; SW306 Quantity: 0.170mt; SW409 Quantity: 0.255mt; SW410 (Oil Filter) Quantity: 0.122mt; SW410 (Rags) Quantity: 0.236; Date: 28/8/2024 by Pentas Flora (Kuantan) Sdn. Bhd. - LH07E: 6th Schedule (SW Consignment Note) # 2024090410J1KOQC; Date: 04/09/2024; SW409 (Contaminated containers) Quantity: 2.112mt by Greenverse Sdn. Bhd. 	Complied

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		- LH07E: 6 th Schedule (SW Consignment Note) # 2024080915H4LDCW; Date: 09/08/2024; SW201 (Asbestos waste) Quantity: 11.60mt by J&T Berjaya Alam Murni Sdn. Bhd. Verified domestic wastes collections which were managed via contractor BUJ Technology Enterprise Sdn. Bhd. in all housing offices and areas as per agreement # (8)FGVPM/SPK/WK/2023; Date: 23/12/2023.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on site verification and interview with internal and external stakeholders, there is no use of fire in wastes disposal observed. Domestic and household wastes were collected by contracted municipal waste collector.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques. Recommendation of type of fertilizers and dosage are given by the agronomy unit through analysis of foliar and soils from the estates.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Periodic soil and foliar samplings were normally conducted by agronomist of FGVAS on annual basis with latest as per sample records as following: LH06E Fertilizer Recommendation for 2024 – Leaf & Soil Nutrient Levels; Sampling date: 31/03/2023; Foliar Lab Code: FRF20240125; Soil Lab Code: FRS20240122; Fertilizer recommendation: 7.75 kg/palm (3 cycles: 2.5 + 2.75 + 2.5)	Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	A nutrient recycling strategy is in place as guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques. As per	Complied

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	- Minor compliance -	observation and document review, all estates implemented recycling of EFB as recommended which as following: - Mature area: 25mt/ha - Immature area: 16mt/ha					
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Fertilizer application program was monitored and maintained in all estates within Lepar Hilir POM certification unit for 2024 and past years using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc. <ul style="list-style-type: none">Records of programs and applications of fertilizers were reviewed by the auditors.Review of the records revealed that the actual fertilizers applied in 2022/23 was in line with the program.	Complied				
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 -	A detailed description of the soil characteristics, including aspects such as texture, depth, drainage, parent material, and important factors for management, was available. The soil map was created by Land Management Unit (LMU), FELDA Agricultural Services Sdn Bhd. Each estate possesses a comprehensive soil map that outlines the soil profile, covering not only the general soil conditions but also marginal and fragile soils. Identification of main soil series as table below: <table><tr><td>Estate</td><td>Soil Series</td></tr><tr><td>FGVPM Lepar Hilir 06</td><td>Beserah, Rengam, Bongor</td></tr></table>	Estate	Soil Series	FGVPM Lepar Hilir 06	Beserah, Rengam, Bongor	Complied
Estate	Soil Series						
FGVPM Lepar Hilir 06	Beserah, Rengam, Bongor						

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		<table><tr><td>FGVPM Lepar Hilir 08</td><td>Rasau, Hollyrod, Harimau, Beserah, Rengam, Bongor, Cempaka, & Durian</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>Renggam, Melacca, Harimau, Beserah,</td></tr><tr><td>FGVPM Lepar Hilir 05</td><td>Beserah, Rengam, Bongor</td></tr></table>	FGVPM Lepar Hilir 08	Rasau, Hollyrod, Harimau, Beserah, Rengam, Bongor, Cempaka, & Durian	FGVPM Lepar Hilir 07	Renggam, Melacca, Harimau, Beserah,	FGVPM Lepar Hilir 05	Beserah, Rengam, Bongor							
FGVPM Lepar Hilir 08	Rasau, Hollyrod, Harimau, Beserah, Rengam, Bongor, Cempaka, & Durian														
FGVPM Lepar Hilir 07	Renggam, Melacca, Harimau, Beserah,														
FGVPM Lepar Hilir 05	Beserah, Rengam, Bongor														
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>It was noted that FGVPM implemented management strategy for planting on slopes to minimize and control erosion and avoidance significant erosion of soils as per stated in one of their Sustainability Policy, “Perlindungan Dan Penjagaan Alam Sekitar” signed and endorsed on 05/05/2019 and guided by exclusive guidelines such as</p> <ul style="list-style-type: none">Slope & River Protection Policy in Section 1A/L3 FGV Sustainability ManualBuffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability ManualLand Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <table><tr><td>Estate</td><td>0 - 6</td><td>6 - 12</td><td>12 – 20</td><td>20 - 25</td><td>>25</td></tr><tr><td>FGVPM Lepar Hilir 06</td><td>-</td><td>22%</td><td>32%</td><td>46%</td><td>-</td></tr></table>	Estate	0 - 6	6 - 12	12 – 20	20 - 25	>25	FGVPM Lepar Hilir 06	-	22%	32%	46%	-	Complied
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		<table><tr><td>FGVPM Lepar Hilir 08</td><td>4%</td><td>92%</td><td>4%</td><td>-</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 07</td><td>-</td><td>17%</td><td>36%</td><td>47%</td><td>-</td></tr><tr><td>FGVPM Lepar Hilir 05</td><td>1%</td><td>15%</td><td>49%</td><td>35%</td><td>-</td></tr></table> <p>During site observation, it was noted that estates implemented measures as per guidelines. Appropriate terracing gap, EFB application, prohibition of blanket spraying and frond stacking at the backdrop of the terrace can be observed widely implemented. While in order to cover inter row and cover crop protection, estates widely utilized <i>Mucuna Bracteate</i> and <i>Neprolepis Biserrata</i>.</p>	FGVPM Lepar Hilir 08	4%	92%	4%	-	-	FGVPM Lepar Hilir 07	-	17%	36%	47%	-	FGVPM Lepar Hilir 05	1%	15%	49%	35%	-	
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FGVPM Lepar Hilir 05	1%	15%	49%	35%	-																
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	<p>It was verified that no new planting activities were conducted at the estates visited. The management has implemented a clear set of procedures concerning oil palm planting on steep terrain. The established procedures are outlined as follows:</p> <ul style="list-style-type: none">• The Slope & River Protection Policy, which can be found in Section 1A/L3 of the FGV Sustainability Manual.• Guidelines related to buffer zones and planting on slopes exceeding 25 degrees, detailed in Section 1A/L3 of the FGV Sustainability Manual.• Land preparation procedures for terracing, provided in Section 1A/L2 of the FGV Sustainability Manual.	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.																					

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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 series and topography map available for estate sampled. No fragile soil categorized in all estates within Lepar Hilir POM. The estates have taken into account the land terrain, drainage and road systems in planning replanting.	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 -	No extensive planting on marginal and fragile soils been practised by FGV estates as per Group Sustainability Policy under section 5.3.3 No Deforestation and Planting on Peat. For estates within LHPOM certification unit, no soil categorized as fragile or marginal except for avoided steep slope > 25°.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The Unit Komputer (GPS/GIS) from FGV Agricultural Services Sdn. Bhd. (FGVAS) conducted assessment and provided the estates with topography maps.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied
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 within Lepar Hilir POM certification unit.	Complied

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7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied
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>	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Lepar Hilir POM certification unit.	Complied

	- Critical (Major) compliance -		
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water management plan in place and implemented by mill and estate to ensure efficient use and continued availability of water source and to avoid negative impacts on other users in catchment. The plan includes the following:</p> <ul style="list-style-type: none"> - Rainwater harvesting for cleaning purposes - Water from the reservoir/catchment for the mill operations - Continuous training for workers on water efficiency consumption - Desilting of water reservoir to retain the reservoir optimal capacity - The action plan in event of draught/water pollution - Monitoring of water and wastewater discharge quality - Workers are provided with treated clean water from public domain with back-up of treated water by the mill in case of emergency shortage. <p>Verified sample records of water management plans implemented as following:</p> <p>LH08E Water Management Plan; Date: 02/08/2024</p> <p>LH05E Water Management Plan; Date 04/02/2024</p> <p>LH06E Water Management Plan; Date 13/01/2024</p> <p>LH07E Water Management Plan; Date 20/04/2024</p> <p>LHPOM Water Management Plan: Date 21/01/2024</p>	Complied
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</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 properly with no chemicals and fertilizer application observed been used in their maintenance. In certain</p>	Complied

	<p>provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>areas Guatemala grass/Vertivar 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; Rev. date: 01/06/2016.</p> <p>LHPOM conducted river upstream and downstream quality monitoring through river water sampling analysis as per latest sampling analysis results as following:</p> <ul style="list-style-type: none"> - Water Quality Sampling Report for FGVPM Lepar Hilir 05 & 06; December 2023 by FGV Agri Services Sdn. Bhd. for Sungai Lepar, Sungai Sema and Sungai Pelak as per Water Analysis Test Report # WFP2300525; Date: 26/12/2023 - LH08E: Water Analysis Test Report # WFP2400038; Date: 26/01/2024 for Sungai Rasau – Inlet/Outlet & Sungai Batang – Inlet/Outlet 	
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>Treated POME final discharge sampling analysis records indicated the quality in compliance with license requirements as per sample analysis certificate as following:</p> <ul style="list-style-type: none"> - LHPOM: POME Final Discharge (Land Irrigation) Sample Analysis Certificate # 1043/2024; Date: 18/03/2024 by FGVPISB Bukit Goh Analytical Lab - LHPOM: River Upstream & Downstream (Sungai Lepar) Water Sample Analysis Certificate # 1621/2024; Date: 29/04/2024 by FGVPISB Bukit Goh Analytical Lab 	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitored on monthly basis with the baseline at 1.2L/FFB processed as following:</p> <ul style="list-style-type: none"> - 2023: 350,101L; FFB processed: 174,660.00mt; Ratio: 2.0L/mt - 2024 to-date: 177,239L; FFB processed: 169,099.60mt; Ratio: 1.05L/mt 	Complied

Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>The plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored, and documented as per sample records of monitoring of energy use for all estates as details below:</p> <p>LH08E Diesel Consumption; 2.22 L/mt FFB produced. LH05E Diesel Consumption; 3.10 L/mt FFB produced. LH06E Diesel Consumption; 1.89 L/mt FFB produced. LH07E Diesel Consumption; 2.46 L/mt FFB produced. LHPOM Diesel Consumption; 0.21 L/mt FFB processed</p>	Complied
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates within LHPOM certification unit have identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>The management of both estate and mill has planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could impact the environment adversely.</p> <p>Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report which were verified acceptable.</p>	Complied
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>LHPOM certification unit has calculated the GHG using RSPO Palm GHG V4 calculator and the calculation option used is Option 1. The certification unit records no new development within the certified area since last assessment. There is no peat soil or soil categorized as marginal or fragile soil in all estates within LHPOM certification unit.</p>	Complied

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7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other significant pollutants identified mainly sourced from the boiler stack emissions as per sample monitoring by LHPOM as per latest samples as following:</p> <p>- Stack Air Emission Monitoring Report 1st Half Year 2024 Ref. # STK/LEPAR/24/001; Prepared for FGVVISB Lepar Hilir POM; Prepared by: Allion HSE Sdn. Bhd.; Monitoring date: 20/05/2024; Report issue date: 24/05/2024; Results:</p> <table border="1"> <thead> <tr> <th>Stack #</th><th>Parameter</th><th>Results (mg/m³)</th><th>Limits (mg/m³)</th></tr> </thead> <tbody> <tr> <td rowspan="2">3</td><td>Particulate matter (PM)</td><td>120.61</td><td>150</td></tr> <tr> <td>Carbon monoxide (CO)</td><td>637.5</td><td>1,000</td></tr> </tbody> </table> <p>- Stack Air Emission Monitoring Report 2nd Half Year 2023 Ref. # STK/LEPAR/23/002; Prepared for FGVVISB Lepar Hilir POM; Prepared by: Allion HSE Sdn. Bhd.; Monitoring date: 21/11/2023; Report issue date: 24/11/2023; Results:</p> <table border="1"> <thead> <tr> <th>Stack #</th><th>Parameter</th><th>Results (mg/m³)</th><th>Limits (mg/m³)</th></tr> </thead> <tbody> <tr> <td rowspan="2">3</td><td>Particulate matter (PM)</td><td>103.30</td><td>150</td></tr> <tr> <td>Carbon monoxide (CO)</td><td>387.50</td><td>1,000</td></tr> </tbody> </table>	Stack #	Parameter	Results (mg/m ³)	Limits (mg/m ³)	3	Particulate matter (PM)	120.61	150	Carbon monoxide (CO)	637.5	1,000	Stack #	Parameter	Results (mg/m ³)	Limits (mg/m ³)	3	Particulate matter (PM)	103.30	150	Carbon monoxide (CO)	387.50	1,000	Complied
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Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area																									
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>No land preparation of existing planting in FGV Estates through burning ever since the management practiced zero burning as per FGV's Group Sustainability Policy (GSP) that documents the commitment of No Open Burning/Use of Fire under section 3.7 of the GSP as following:</p>	Complied																						

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		<ul style="list-style-type: none"> - 3.7.1: FGV Group shall practice no open burning in all its premises. - 3.7.2: FGV Group shall develop and maintain fire prevention and emergency preparedness programmes to deal with fires that may encroach within or in the vicinity of its boundaries. - 3.7.3: FGV Group shall actively monitor and report all fire incidents occurring within as well as its surrounding areas to the relevant authorities. <p>Field visit in the replanting area confirmed that all palms were felled, shredded, windrow-ed and left to decompose with no evidence that fire had been used to prepare land for replanting. There is no fire used for waste disposal too.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Field visit in the replanting area confirmed that all palms were felled, shredded, windrow-ed and left to decompose with no evidence that fire had been used to prepare land for replanting. There is no fire used for waste disposal too. Field visits and interviews conducted with the workers confirmed that there is no open burning being practiced in the estate and in case of fire emergency, there is a fire ERP team established in all estates as well as mill.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Engagement with adjacent stakeholders on fire prevention and control measures generally conducted during external stakeholder consultation meeting. Latest meeting was conducted as per sample as following:</p> <ul style="list-style-type: none"> - LH06E: Stakeholder engagement on fire prevention and control measures dated 14/08/2024 and 26/09/2023 - LH08E: Stakeholder engagement on fire prevention and control measures dated 13/03/2024 - LH07E: Stakeholder engagement on fire prevention and control measures dated 10/06/2024 	Complied

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		- LH05E: Stakeholder engagement on fire prevention and control measures dated 06/06/2024 and 29/05/2024 for internal stakeholders. Previous sessions conducted overall in LH05E community hall dated on 13/09/2023	
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>	No land clearing since no new planting/development in all estates within LHPOM certification unit since last audit.	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>Based on latest assessment conducted it was concluded that there is no presence of HCV in all operating units within Lepar Hilir POM certification unit as per assessment records as following:</p> <ul style="list-style-type: none"> - LH06E: HCV assessment prepared by PSD, FGVHB; Date: 14/12/2016; Revised date: 01/12/2018 - LH08E: HCV assessment prepared by PSD, FGVHB; Date: 15/09/2016; Revised date: 19/11/2018 - LHPOM: HCV assessment prepared by PSD, FGVHB; Date: 15/11/2018 - LH05E: HCV assessment prepared by CDD, FGVH; Date: 21/09/2016; Revised date: January 2020 	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.	Not Applicable

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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>Based on this latest HCV assessment, it was concluded there is no presence of HCV in all operating units within LHPOM certification unit. Notwithstanding other conservation areas are still managed and monitored as per recommended management action plan and monitoring programs by assessor including the following:</p> <table><tr><th>Conservation area</th><th>Management action plan & monitoring programs</th></tr><tr><td>River/Riparian Buffer Zones</td><td><ul style="list-style-type: none">- Guatemala grass/Vertivar planting- No spraying & manuring signage erection- No felling, sickling & slashing awareness & training- No fishing & swimming awareness & training</td></tr><tr><td>Forest Buffer Zones</td><td><ul style="list-style-type: none">- No spraying & manuring signage erection- No felling, sickling & slashing awareness & training- No fishing & swimming awareness & training</td></tr></table>	Conservation area	Management action plan & monitoring programs	River/Riparian Buffer Zones	<ul style="list-style-type: none">- Guatemala grass/Vertivar planting- No spraying & manuring signage erection- No felling, sickling & slashing awareness & training- No fishing & swimming awareness & training	Forest Buffer Zones	<ul style="list-style-type: none">- No spraying & manuring signage erection- No felling, sickling & slashing awareness & training- No fishing & swimming awareness & training	Complied
Conservation area	Management action plan & monitoring programs								
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Forest Buffer Zones	<ul style="list-style-type: none">- No spraying & manuring signage erection- No felling, sickling & slashing awareness & training- No fishing & swimming awareness & training								
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>No local communities have been identified in HCV areas and HCV forest within LHPOM certification unit. Hence, this indicator is not applicable.</p>	Not Applicable						
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working</p>	<p>Based on the HCV assessment report mentioned in Indicator 7.12.1, there was a potential RTE species presence in the plantation area although no proper sightings reported since last audit. As part of the conservation programs, signage about the restriction to capture</p>	Complied						

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	for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	RTE and the information about disciplinary measures were planted at many strategic places in the estate to educate the employees.	
7.12.7	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. - Minor compliance -	Outcomes of monitoring (HCV monitoring & RTE sighting checklist) are monitored on monthly basis. Reports of monitoring were made available for verification. The monitoring is one of the activities included in the HCV management and monitoring plan of the estate as per Management and Monitoring Plan for HCV areas in all estates within LHPOM certification unit. Among the main actions are to develop HCV Management Plan to maintain and enhance identified HCV. These monitoring findings have been further fed back into the management plan that leads to frequent awareness briefings and training programs of stakeholders mainly among workers to conserve nature and RTE by not hunting or keeping the RTE as pet.	Complied
7.12.8	(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. - Critical (Major) compliance -	During the site verification, it was determined that no new land clearing had occurred, consistent with the previous year's findings.	Complied

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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2023 for FGVPI SB Lepar Hilir POM and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2023** for **FGVPI SB Lepar Hilir POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	0.88	OER	21.35
PK	0.88	KER	4.30

Production	t/yr	Land Use	Ha
FFB Process	174,660.00	Oil palm planted on mineral soi	8,295.04
CPO Produced	37,289.91	Oil palm planted on peat	0
PK Produced	7,510.38	Total oil palm planted area	0
		Conservation area (forested)	0
		Conservation area (non-forested)	0
		Total	8,295.04

Summary of Field Emission and Sink

	Own Crop*			Group			3 rd Party			Total
Description	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e / t FFB	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e / t FFB	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e / t FFB	
Emission source										
Land Conversion	81,927.03	9.87	0.82	-	-	-	-	-	-	81,927.03
CO ₂ Emission from fertilizer	8,255.51	0.99	0.08	-	-	-	-	-	-	8,255.51
NO ₂ Emission from peat	-	-	-	-	-	-	-	-	-	-
NO ₂ Emission from fertilizer	6,424.12	0.77	0.06	-	-	-	-	-	-	6,424.12
Fuel Consumption	703.56	0.08	0.01	-	-	-	-	-	-	703.56
Peat Oxidation	-	-	-	-	-	-	-	-	-	-
Sinks										
Crop Sequestration	- 77,651.45	-9.36	- 0.77	-	-	-	-	-	-	- 77,651.45

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Sequestration in Conservation area	-	-	-	-	-	-	-	-	-	
Total	19,658.77	2.37	0.20	-	-	-	18,414.28	-	-	38,073.05

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission sources		
POME	0.00	0.00
Fuel Consumption	218.67	0.00
Grid Electricity Utilization	941.59	0.01
Credits		
Export of excess electricity to housing & grid	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	1,160.26	0.01

Summary of Kernel Crusher Emission and Credit (if applicable)

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

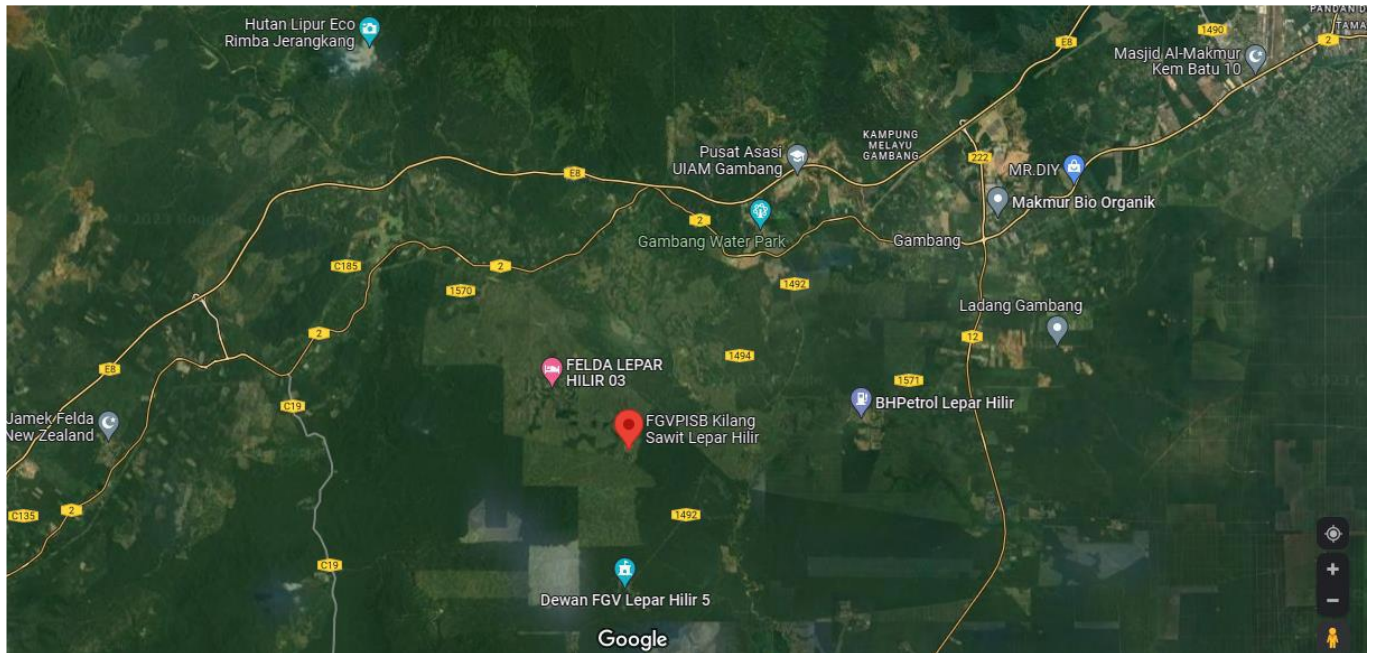
*This mill has no kernel crusher operation.

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

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

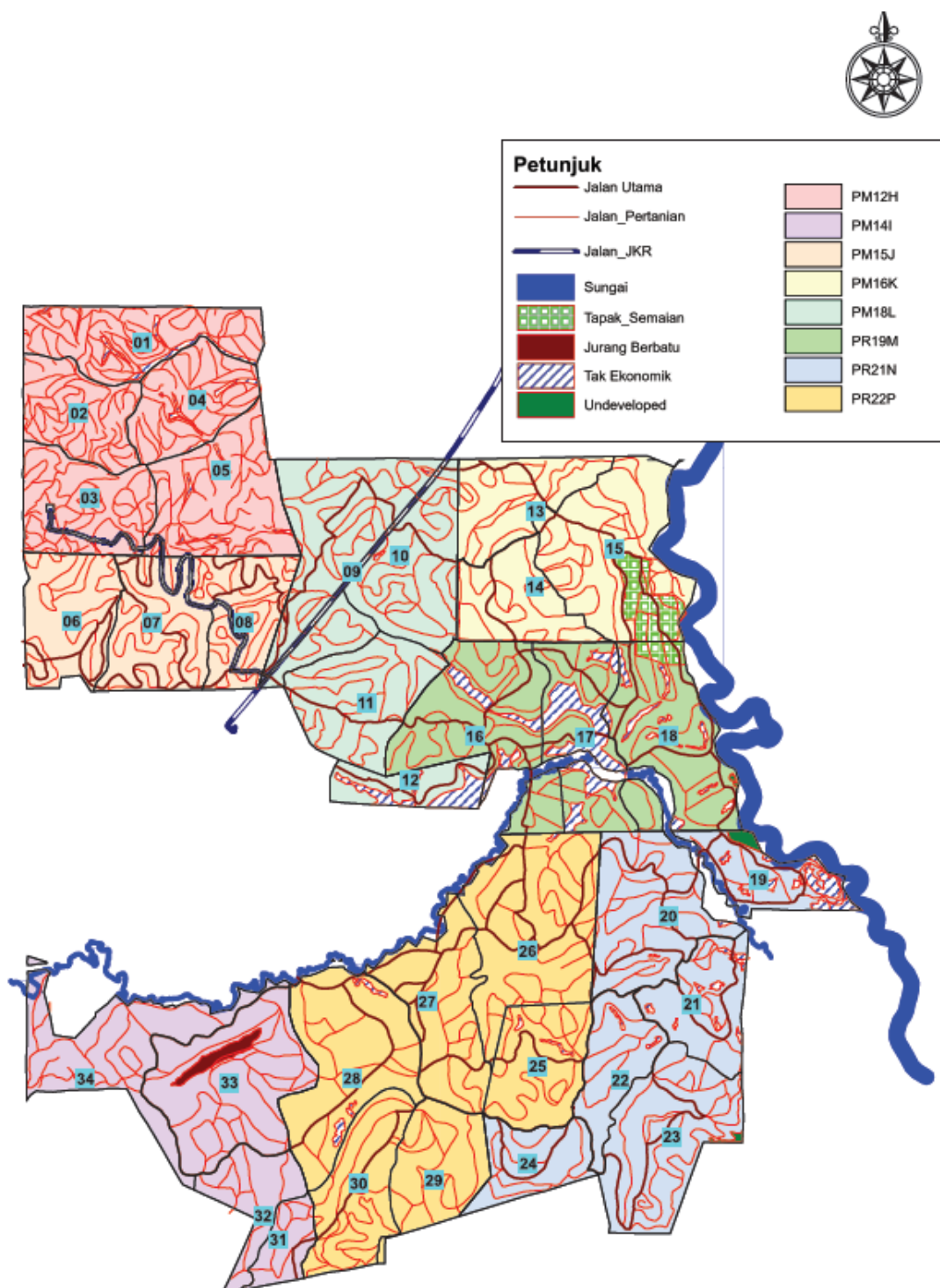
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Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map

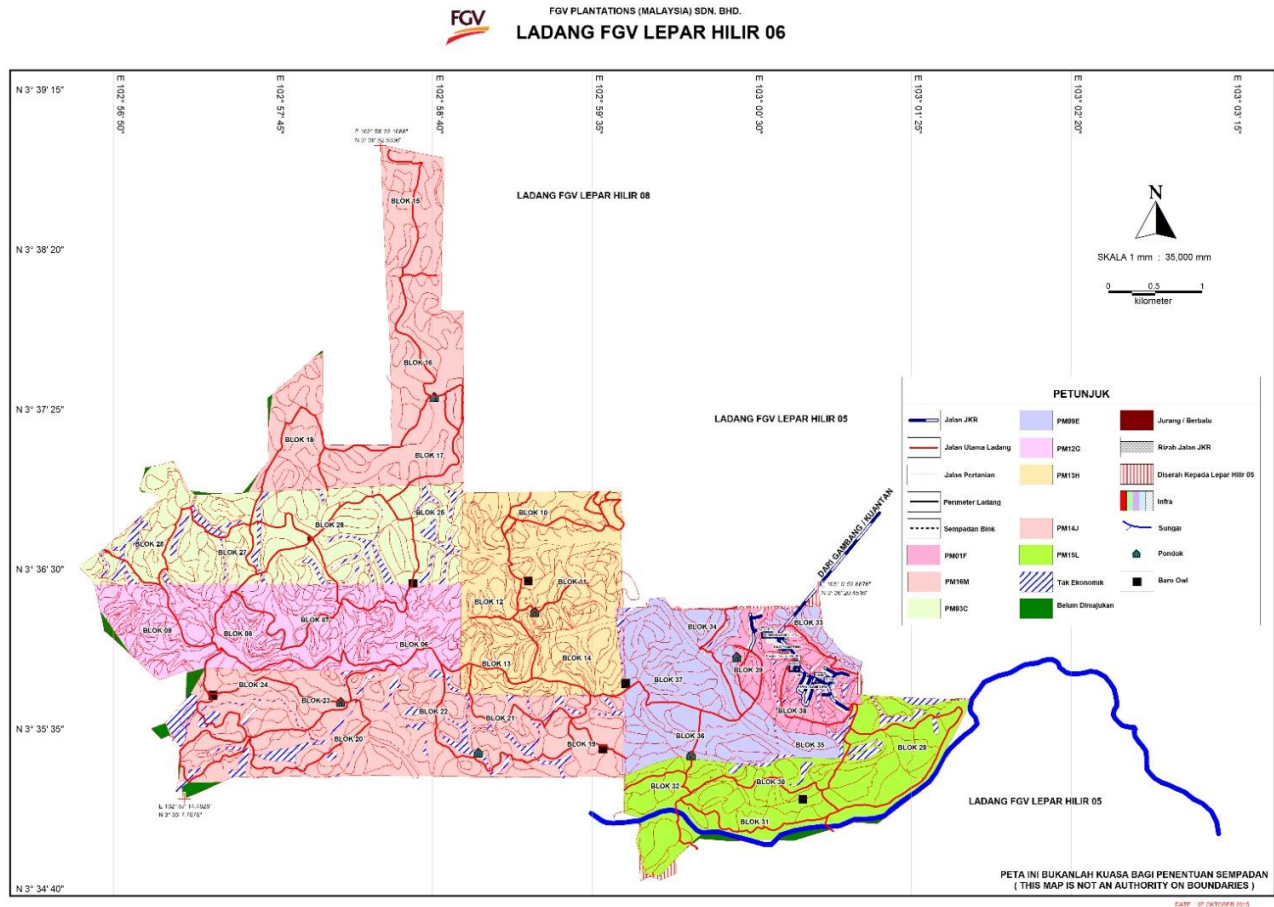
FGVPM LEPAR HILIR 05



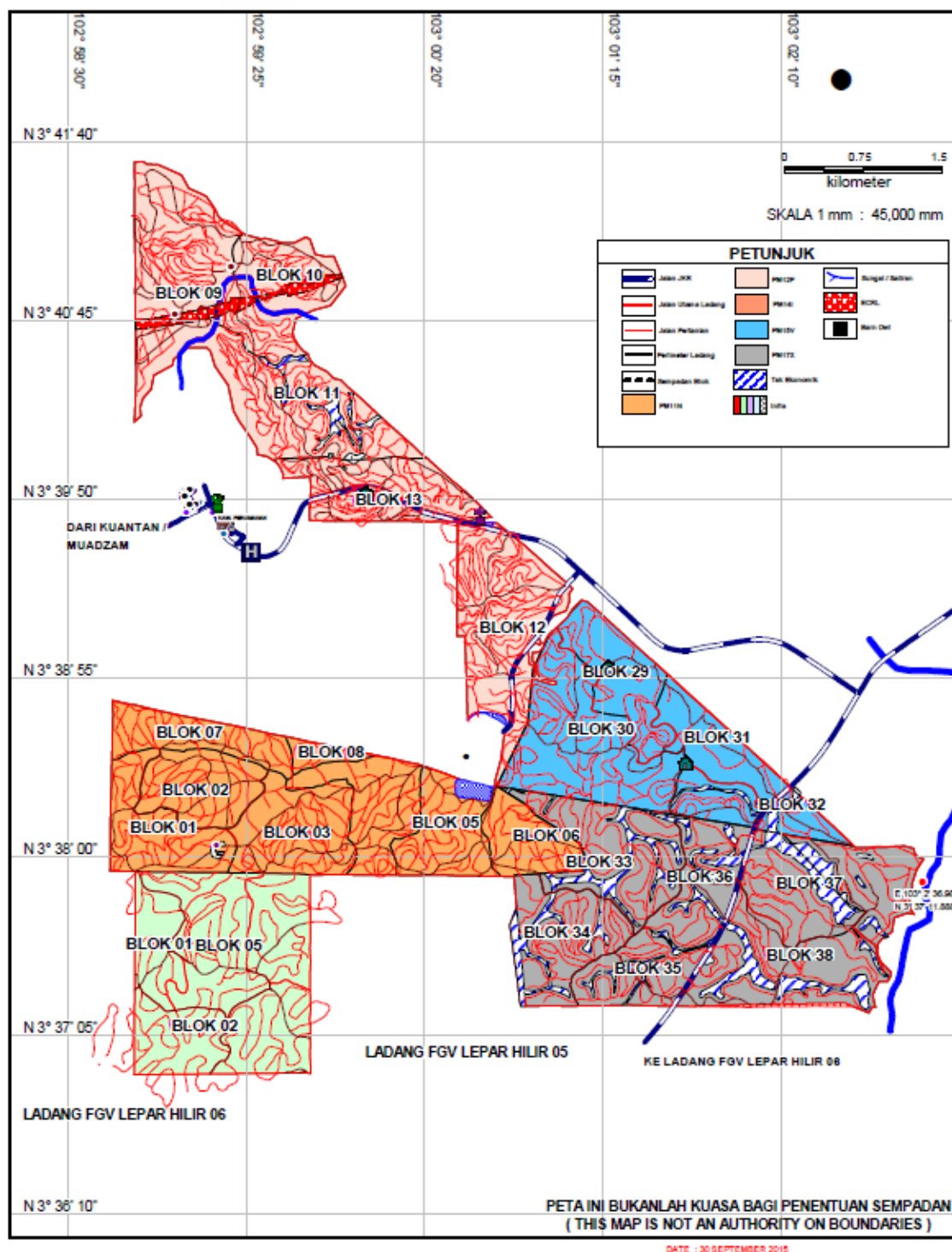
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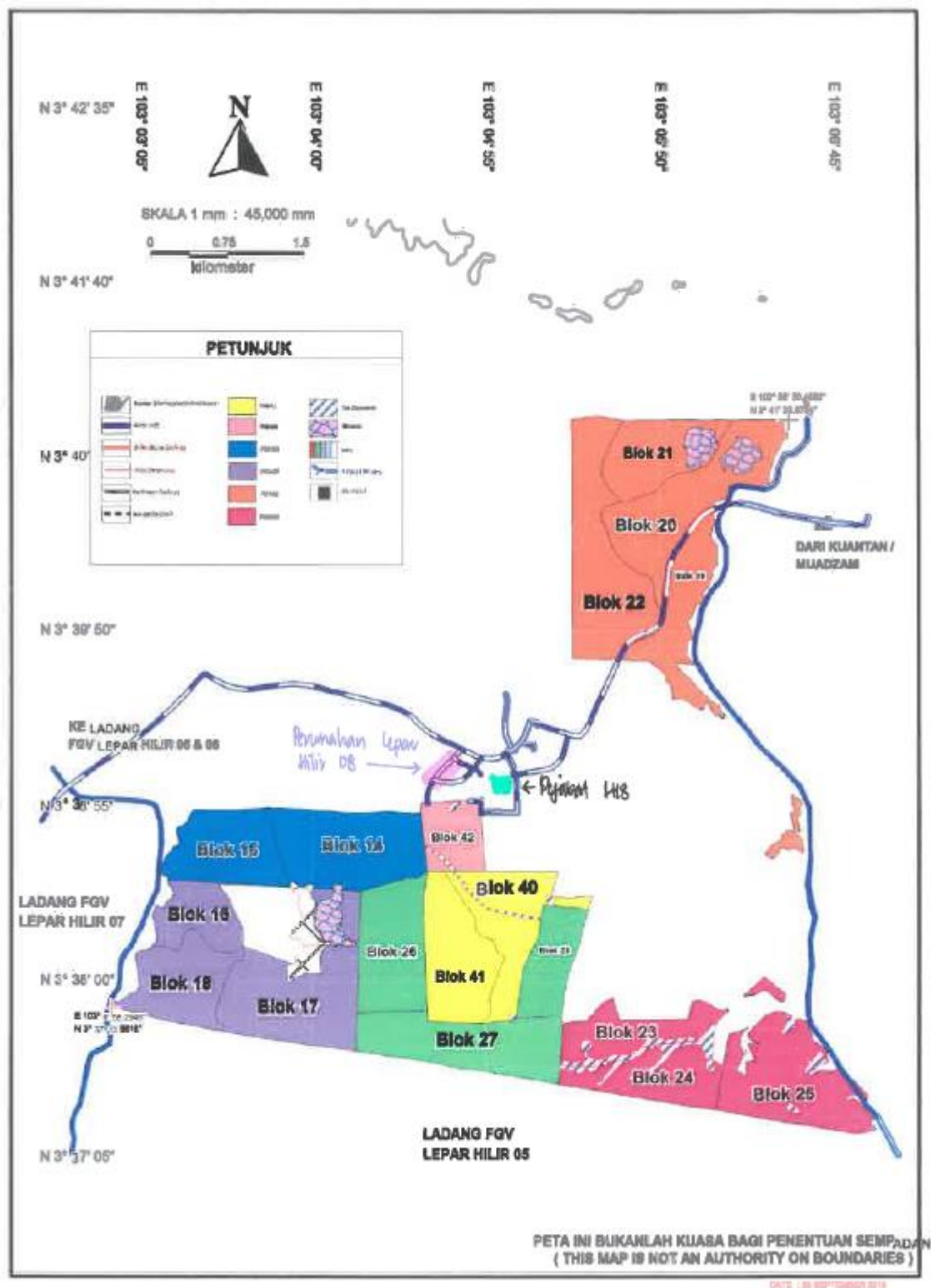
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FGVPM LEPAR HILIR 07



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FGVPM LEPAR HILIR 08

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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			
Number of samples			
Remarks			

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

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Revision 16 (Oct 2024)**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