

**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: Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia.
Certification Unit: FGV Palm Industries Sdn Bhd – Bukit Sagu Palm Oil Mill
Location of Certification Unit: Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia.
Date of Final Report: 13/11/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd – Bukit Sagu Palm Oil Mill		
Location / Address	Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+603-27890497	Facsimile	+603-27890440

2. Certification Information			
Certificate Number	RSPO 666409	Certificate Start Date	29/12/2022
Date of First Certification	29/12/2017	Certificate Expiry Date	28/12/2027
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	60 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 700745	MSPO 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn Bhd	23/03/2029
MSPO 700744	MSPO 2530-4:2013 General Principles for Palm Oil Mills		23/03/2029
MSPO SCCS-TCI-032-2020- 01	MSPO Supply Chain Certification Standard 2018	Trans Certification & Inspection 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 Bukit Sagu Palm Oil Mill	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 58' 1" N	103° 8' 51" E
FGVPM Bukit Sagu 04 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 0' 46" N	103° 9' 17" E
FGVPM Bukit Sagu 06 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 2' 46" N	103° 6' 36" E
FGVPM Bukit Sagu 07 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 59' 29" N	103° 6' 1" E
FGVPM Bukit Sagu 08 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 57' 39" N	103° 11' 21" 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 Bukit Sagu 04	2,799.40	-	607.10	3,406.50	82.18
FGVPM Bukit Sagu 06	1,497.84	-	268.60	1,766.44	84.79
FGVPM Bukit Sagu 07	1,830.32	-	374.42	2,204.74	83.02
FGVPM Bukit Sagu 08	1,830.72	-	402.56	2,233.28	81.97
Total	7,958.28	*	1,652.68	9,610.96	82.80
Note: *Previously declared HCV area was actually part of the 'set aside area' that was conserved as it has potential of HCV1. Reference made from latest HCV Assessment Kompleks Bukit Sagu (August 2024). This has been evident as per statement at indicator 7.12.2.					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Bukit Sagu 04	302.77	2,288.56	208.07	-	2,496.63	302.77
FGVPM Bukit Sagu 06	-	1,497.84	-	-	1,497.84	-
FGVPM Bukit Sagu 07	764.44	1,065.88	-	-	1,065.88	764.44
FGVPM Bukit Sagu 08	117.63	57.42	1,655.67	-	1,713.09	117.63
Total (ha)	1,184.84	4,909.70	1,863.74	-	6,773.44	1,184.84
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 (Dec 2023 - Nov 2024)	Actual (Sept '23-Aug'24)		Forecast (Dec 2024 - Nov 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – Aug 2024)	
FGVPM Bukit Sagu 04	44,781.00	11,299.17	25,327.61	36,600.00
FGVPM Bukit Sagu 06	24,087.00	6,255.67	12,082.51	20,200.00
FGVPM Bukit Sagu 07	15,007.00	2,815.45	5,623.80	12,000.00
FGVPM Bukit Sagu 08	33,796.00	6,990.88	17092.64	28,500.00
Total	117,671.00	87,487.73		97,300.00
Note: The forecast for December 2024 to November 2025 is low because 28% of the total mature area consists of older palm trees, which produce lower fresh fruit bunch (FFB) yields. Additionally, this age profile has been included in a long-term replanting program and has not received fertilizer since being added to the program, further contributing to reduced FFB yields.				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2023 - Nov 2024)	Actual (Sept '23-Aug'24)		Forecast (Dec 2024 - Nov 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – Aug 2024)	
N/A		N/A	N/A	
N/A		N/A	N/A	
Total				
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2023 - Nov 2024)	Actual (Sept '23-Aug'24)		Forecast (Dec 2024 - Nov 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – Aug 2024)	
External FFB Supplier (FELDA/Collection centre)	-	32,960.37	82,902.82	-
Total	-	115,863.19		-
Note:				

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	September 2023	8,503.68	10,767.53	19,271.21
2	October 2023	9,529.18	11,217.17	20,746.35
3	November 2023	9,328.31	10,975.67	20,303.98
4	December 2023	6,767.88	8,822.00	15,589.88
5	January 2024	6,027.08	8,045.89	14,072.97
6	February 2024	4,690.21	5,666.39	10,356.60
7	March 2024	3,554.03	6,803.24	10,357.27
8	April 2024	5,590.09	8,774.71	14,364.80
9	May 2024	7,710.11	9,650.56	17,360.67
10	June 2024	7,900.62	9,372.53	17,273.15
11	July 2024	8,173.54	11,662.84	19,836.38
12	August 2024	9,713.00	14104.66	23,817.66
TOTAL		87,487.73	115,863.19	203,350.92
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Dec 2023 - Nov 2024)	Actual (Sept '23-Aug'24)		Forecast (Dec 2024 - Nov 2025)
	Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – Aug 2024)	
FFB	FFB		FFB
117,671.00 mt	27,361.17 mt	60,126.56 mt	97,300.00 mt
	Total	87,487.73 mt	
CPO (OER: 20.40 %)	CPO (OER: 21.95%)		CPO (OER:21.00%)
24,004.90 mt	6,293.58 mt	12,909.48 mt	20,433.00 mt
	Total	19,203.06 mt	
PK (KER: 5.10 %)	PK (KER: 5.12 %)		PK (KER: 5.20%)
6,001.22 mt	1,481.21 mt	3,000.20 mt	5,059.60 mt
	Total	4,481.41 mt	
Note: The forecast for December 2024 to November 2025 is low because 28% of the total mature area consists of older palm trees, which produce lower fresh fruit bunch (FFB) yields. Additionally, this age profile has been included in a long-term replanting program and has not received fertilizer since being added to the program, further contributing to reduced FFB yields.			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	September 2023	2,220.14	507.33
2	October 2023	2,129.77	496.56
3	November 2023	1,943.67	477.32
4	December 2023	1,360.67	347.13
5	January 2024	1,175.67	305.05
6	February 2024	1,235.95	236.6
7	March 2024	947.19	178.28
8	April 2024	1,167.67	289.77
9	May 2024	1,624.36	397.94
10	June 2024	1,574.44	378.73
11	July 2024	1,796.39	364.45
12	August 2024	2,027.14	502.25
TOTAL		19,203.06	4,481.41
Note:			

11. Summary of Actual Volume sold					
Current License period (Dec 2023 – Aug 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	0.00	405.90	1,828.81	2,234.71
PK (MT)	2,616.70	0.00	0.00	295.42	2,912.12
Credits (CPO)	10,330.00	0.00	0.00	0.00	10,330.00
Previous License period (Sept 2023 – Nov 2023)					
CPO (MT)	0.00	0.00	0.00	250.51	250.51
PK (MT)	1,268.08	0.00	0.00	229.59	1,497.67
Credits (CPO)	6,356.00	0.00	0.00	0.00	6,356.00
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	RSPG3014G	-	302.70
2.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG3014G	-	43.98
3.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG3381G	-	558.49
4.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG3740G	-	362.91
5.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4029G	-	160.83
6.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4256G	-	309.90
7.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4466G	-	248.34
8.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4730G	-	82.95
9.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4730G	-	75.25
10.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG4966G	-	181.11
11.	FGV Kernel Products Sdn. Bhd – Kilang Isi Sawit Semambu	RSPG5239G	-	327.10

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12.	FGV Kernel Products Sdn. Bhd. - Kilang Isi Sawit Pasir Gudang	RSPG5634A2	-	90.45
13.	FGV Kernel Products Sdn. Bhd - Kilang Isi Sawit Semambu	RSPG5635G	-	85.56
14.	FGV Kernel Products Sdn. Bhd. - Kilang Isi Sawit Pasir Gudang	RSPG5895A5	-	187.62
15.	FGV Kernel Products Sdn. Bhd - Kilang Isi Sawit Semambu	RSPG5896C	-	88.88
16.	FGV Kernel Products Sdn Bhd - Kilang Isi Sawit Pandamaran	RSPG5897O	-	337.22
17.	FGV Kernel Products Sdn Bhd - Kilang Isi Sawit Pandamaran	RSPG6299O	-	78.20
18.	FGV Kernel Products Sdn. Bhd. - Kilang Isi Sawit Pasir Gudang	RSPG6297A5	-	138.19
19.	FGV Kernel Products Sdn. Bhd - Kilang Isi Sawit Semambu	RSPG6298C	-	225.10
TOTAL			-	3,884.78
Note:				

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.	FGV Refineries Sdn Bhd- Kuantan Oil Products	MSPO	405.90	-
TOTAL			405.90	-
Note:				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1.	XXXXX	2,079.32	-
2.	XXXXX	-	525.01
TOTAL		2,079.32	525.01
Note:			

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1.	XXXXXXXXXXXX	RSPO_PO1000001233	200
2	XXXXXXXXXXXX		1500
3	XXXXXXXXXXXX		200
4	XXXXXXXXXXXX		1400
5	XXXXXXXXXXXX		350
6	XXXXXXXXXXXX		1000
7	XXXXXXXXXXXX		800
8	XXXXXXXXXXXX		600
9	XXXXXXXXXXXX		500
10	XXXXXXXXXXXX		400
11	XXXXXXXXXXXX		50
12	XXXXXXXXXXXX		100
13	XXXXXXXXXXXX		500
14	XXXXXXXXXXXX		620
15	XXXXXXXXXXXX		1000
16	XXXXXXXXXXXX		200
17	XXXXXXXXXXXX		460
18	XXXXXXXXXXXX		450
19	XXXXXXXXXXXX		490
20	XXXXXXXXXXXX		800
21	XXXXXXXXXXXX		650
22	XXXXXXXXXXXX		4
23	XXXXXXXXXXXX		546
24	XXXXXXXXXXXX		550
25	XXXXXXXXXXXX		700
26	XXXXXXXXXXXX		1500
27	XXXXXXXXXXXX		500
28	XXXXXXXXXXXX		116
29	XXXXXXXXXXXX		500
TOTAL			16,686.00
Note:			

12. Independent Smallholders Certified Tonnage (MT) / Volume

	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
Phase	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB									
IS-CSPO	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)
	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL						

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume

	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (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.

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **09/09/2024 - 13/09/2024**. 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 **30/10/2024**. 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.

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Re-Certification)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
Bukit Sagu Palm Oil Mill	√	√	√	√	√
Bukit Sagu 04 Estate	√	√	√	√	√
Bukit Sagu 06 Estate	√	√	√	√	√
Bukit Sagu 07 Estate	√	√	√	√	√
Bukit Sagu 08 Estate	√	√	√	√	√

Tentative Date of Next Visit: September 8, 2025 - September 12, 2025

Total Number of Mandays: 15 Mandays

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> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p>

		<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> <p> <input checked="" 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 checked="" type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system) </p>
Zulkifli Kamarol Zaman (ZKZ)	Team Member	<p>Education: He graduated in Bachelor of Science (Agribusiness) from University Putra Malaysia (UPM) in 2008.</p> <p>Work Experience: He has 10 years' experience in oil palm industry whereas he has been working at plantation company as Estate Assistant Manager prior to joining Certification Body as an Auditor. He is familiar with the estate's daily operation as well as the Best Management Practices for oil palm cultivation. Prior to joining BSI, he was the auditor for several certification bodies. He is involved in auditing MSPO OPMC, MSPO SCCS, RSPO P&C, RSPO SCCS and PEFC CoC standard.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 Lead Auditor Course in April 2018, Endorsed MSPO OPMC Lead Auditor Course in April 2019, Endorsed MSPO SCCS Auditor Course in September 2019, Endorsed RSPO P&C Lead Auditor Course in March 2020, Endorsed RSPO SCCS Lead Auditor Course in March 2020, PEFC Chain of Custody Training in December 2020, CQI IRCA ISO 9001:2015 Lead Auditor Course in October 2023, CQI IRCA ISO 45001:2018 Lead Auditor Course in November 2023, SA8000 Introduction & Basic Auditor Training Course in November 2023 and CQI IRCA ISO 14001:2015 Lead Auditor Course in June 2024.</p> <p>Language proficiency: He is fluent in English and Bahasa Malaysia.</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 <input checked="" type="checkbox"/> Social <input 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) </p>

Accompanying Persons:

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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	ZKZ
Sunday, 08/09/2024	-	Audit Team travel from Kuala Lumpur to Kuantan, Pahang	√	√	√
Monday, 09/09/2024	0900-1000	<u>Bukit Sagu 08 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.)	√	√	√
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Tuesday, 10/09/2024	09.00 – 12.30	<u>Bukit Sagu 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, Market Communication and Claim requirements,, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	√	√	√

Date	Time	Subjects	FBO	HMM	ZKZ
	16.30 – 17.00	Interim Closing briefing.	√	√	√
Wednesday, 11/09/2024	0900-1230	<u>Bukit Sagu 06 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.	√	√	√
Thursday, 12/09/2024	0900-1230	<u>Bukit Sagu 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	√	√	√
	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, 12/09/2024	0900-1230	<u>Bukit Sagu 04 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	√	√	√

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Date	Time	Subjects	FBO	HMM	ZKZ
	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	✓	✓	✓

NCR Closing Visit Plan

Date	Time	Subjects	FBO
Tuesday, 29/10/2024	-	Travelling from Kuala Lumpur to Kuantan, Pahang	✓
Wednesday, 30/10/2024	0900-0915	FGVPM Bukit Sagu 08 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"> 2546172-202409-M1 – FGVPM Bukit Sagu 08, FGVPM Bukit Sagu 07, & FGVPM Bukit Sagu 04 2546172-202409-M2 – FGVPM Bukit Sagu POM 	✓
	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	Complied

	<p>2021. On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. 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: <ul 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</p>	Complied

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	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										
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) FGVP M Tembangau 05, FGVP M Chegar Perah 02, FGVP M Selendang 03, FGVP M Bukit Sagu 08. January 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> </tbody> </table>	No	Estate Name	HCV Conducted Date	1	FGVPM Aring 10	25/04/2017	2	FGVPM Aring 11	25/04/2017	Complied
No	Estate Name	HCV Conducted Date									
1	FGVPM Aring 10	25/04/2017									
2	FGVPM Aring 11	25/04/2017									

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	<table> <tr><td>3</td><td>APL</td><td>Feb-Mar 2015</td></tr> <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> <p>Sample internal assessment was reviewed on the status finding, corrective action plan and prevention plan.</p>	3	APL	Feb-Mar 2015	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																														
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 Tenggaroh 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>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> <p>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.</p>	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>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.</p>	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	<p>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</p>	Complied

positive assurance statement shall be available and justified.	internal audit progress and plan for 2024. As per September 2024, 45 out of 67 complexes has been internal audited.	
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 FGVPIB Kilang Bukit Sagu and supply bases from 11 to 13/06/2024 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

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	FGVPISB Bukit Sagu POM received FFB from smallholders (FELDA) and independent out-grower. No scheme smallholder under FGVPISB Bukit Sagu 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 FGVP 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 FGVP 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 FGVP 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 FGVPM Kalabakan Selatan	2850.24	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Ladang FGVPM 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 FGVPM 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 FGVPM 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 FGVPM 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 FGVPM 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 FGVPMSahabat 34	1,839.46	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS 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 FGVPi Umas		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVPMSumas 05	1772.49	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVPMSumas 06	1473.91	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPi Kembara sakti		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVPMSahabat 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 FGVPMSahabat 20	1,815.30	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPMSahabat 25	2,249.45	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPMSahabat 56	1,897.24	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVAS 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 FGVPI Baiduri Ayu		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPMSahabat 09	2,038.00	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPMSahabat 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 FGAV 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 two (2) Critical; two (2) Minor nonconformities and one (1) Opportunity For Improvement raised. The FGVPI Bukit Sagu 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 #	2546172-202409-M1	Issued Date	13/09/2024
Due Date	12/12/2024	Closure Date	30/10/2024
Indicator & Category (Critical / Minor)	3.3.2 – Critical		
Statement of Nonconformity:	The implementation of established Safety Guidelines for operational activities is not consistently demonstrated.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p><u>FGVPM Bukit Sagu 08</u></p> <p>During the site inspection at field PR21S, it was observed that workers were using chisels for scout harvesting. When interviewed, the workers stated that they had been provided with chisel covers but had left them at home. This violates the established Safety Guidelines – Management of Sharp Tools, Document No. FGVPM/L3/GPK-036, Version 0.0, Clause 7.6, which states that the mandore is responsible for ensuring availability of chisel/machete covers for usage of workers when the tools are not in use.</p> <p>During the visit to the petrol store, several 20-liter containers of petrol for grass-cutting operators were observed. However, none of the containers were labelled in accordance with the Safety Guidelines – Chemical Handling Management, Doc. No. FGVPM/L3/GPK-006, Clause 6.5, which specifies that chemicals transferred to other containers must be relabelled with the original information for safety purposes.</p> <p><u>FGVPM Bukit Sagu 07</u></p> <p>During a site visit to PR22H for spraying activities, it was found that one of the first aid boxes lacked a bottle of antiseptic liquid (alcoholic iodine). The person responsible for the first aid box explained that the antiseptic had been used but failed to record its usage on the designated form, as required by the Safety Guidelines – First Aid Box, Doc. No. FGVPM/L3/GPK-003, Version 0.0. Clause 6.2.2 states that every use of the first aid kit's contents must be documented using a specific form.</p> <p><u>FGVPM Bukit Sagu 04</u></p>		

	<p>During the inspection of the chemical premixing area, it was found that the pipe carrying the chemical mixture water to the secondary containment had broken in one section. A simulation using tap water was conducted, revealing that the water would flow into the monsoon drain. This is contradicted to Safety Guideline – Management of Chemicals, Pesticides, and Fertilizers, Doc. No. FGVPM/L3/GPK-006, Version 0.0, Clause 6.4.1 states that management to provide facilities that can avoid chemical, pesticides and fertilizers exposure to chemical handler and environment.</p>
Corrections:	<p><u>FGVPM Bukit Sagu 08</u></p> <ol style="list-style-type: none"> 1. Enforcement of PPE usage and safety equipment among workers by mandore on daily basis during working. 2. All petrol container will be label as per SOP. <p><u>FGVPM Bukit Sagu 07</u></p> <p>To update the usage record of items in the first aid box.</p> <p><u>FGVPM Bukit Sagu 04</u></p> <p>To immediately repair the leaking to ensure contaminated water does not flow into the monsoon drain.</p>
Root Cause Analysis:	<p><u>FGVPM Bukit Sagu 08</u></p> <p>Lack of awareness on handling sharp tools items among the harvesting workers and ineffective chemical handling training for the person in-charge of monitoring and supervising the chemical store and chemical items.</p> <p><u>FGVPM Bukit Sagu 07</u></p> <p>There is no enforcement to record the usage of the first aid box items among workers.</p> <p><u>FGVPM Bukit Sagu 04</u></p> <p>There is a leaking on the sump wall causing the contaminated water to flow into the monsoon drain</p>
Corrective Actions:	<p><u>FGVPM Bukit Sagu 08</u></p> <ol style="list-style-type: none"> 1. To conduct a re-training session on handling of the sharp tools and chemical handling procedure to the relevant workers (workers, mandore, and Kerani bekalan) 2. Training evaluation is prepared after each training to evaluate the worker's understanding. <p><u>FGVPM Bukit Sagu 07</u></p> <ol style="list-style-type: none"> 1. Briefing to all mandores/PIC of the first aid box to record the usage immediately after use and ensure to check the boxes are in good conditions before taking it to the working site. 2. To ensure monthly inspection of first aid box in good conditions and records are updated regularly. <p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1. Worksite inspection checklist will be conducted on regular basis and monitored by the management. Any findings is reported in the checklist by PIC.

	2. Budgeted amount to be included in the 2025 Budget for a new construction of sanitisation area for workers
Assessment Conclusion:	<p>Evidence verified:</p> <p><u>FGVPM Bukit Sagu 08</u></p> <ol style="list-style-type: none"> 1. Pictorial report that shows -training session on handling of the sharp tools on 19/09/2024 and chemical handling procedure on 18/09/2024 to the relevant workers, mandore, and store clerk date 19/09/2024. 2. Training effectiveness evaluation provided post-training to evaluate the worker's understanding. 3. Site visit at petrol store indicated that all petrol container has been labelled accordingly and SOP for petrol transfer procedure was displayed for reference. <p><u>FGVPM Bukit Sagu 07</u></p> <ol style="list-style-type: none"> 1. Pictorial report of briefing to all mandores in first aid box management procedure especially requirements to record the usage immediately and first aid box inspection before taking it to the working site. <p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1. Pictorial evidence shows the pipe that carrying chemical contaminant water has been repaired and the flow of water move freely into secondary sump. This also verifiable during the site visit. 2. Evidence of worksite inspection checklist was conducted on regular basis and monitored by the management. 3. Evident of RM13,000.00 in the 2025 Budget for a new construction of chemical mixing/sanitation area for workers was sighted.

Non-conformity			
NCR Ref #	2546172-202409-M2	Issued Date	13/09/2024
Due Date	12/12/2024	Closure Date	30/10/2024
Indicator & Category (Critical / Minor)	3.6.1 – Critical		
Statement of Nonconformity:	Risk assessments for operations/stations have not been adequately documented and implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented		
Objective Evidence:	<p><u>FGVPI BUKIT SAGU POM</u></p> <p>During a site visit to the Boiler Station, it was observed that three workers were wearing personal hearing protection (PHP) but lacked breathing protection. According to the HIRARC dated 16/05/2024, flying fibre dust at the boiler station was identified as a hazard, and workers are required to wear N95 masks as a control measure. Furthermore, the PPE issuance record shows that all workers at the boiler station were recently provided with N95 masks in September. A Noise</p>		

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	Risk Assessment (NRA) was conducted on 30/05/2023, Report Ref. No. AH/23/06/42, by an assessor with DOSH registration no. HQ/18/PEB/00/00022 for the Shovel and Blower. Further investigation revealed that the shovel assessed during the NRA was the one used at the loading ramp, which is new and equipped with a cabin to protect the driver from high noise levels. However, during the site observation at the boiler station, another shovel without a cabin was found in operation, and this shovel was not included in the assessment.
Corrections:	<ol style="list-style-type: none"> 1. To issue a verbal or written warning to workers who failed to follow the PPE SOP. 2. Conduct a quick reassessment of the noise risk for the shovel without a cabin. Until a formal NRA is completed, the use of this shovel is restricted.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Lack of supervision and enforcement of wearing a complete PPE during working. 2. Incomplete noise risk assessment done by the mills in which it failed to include all the equipment used in the operation.
Corrective Actions:	<ol style="list-style-type: none"> 1. To conduct a re-training on PPE wearing among the workers. 2. To assign a dedicated personnel/supervisor to monitor the PPE wearing among workers. 3. To re-evaluate equipment like shovels, ensuring that older or different models are risk assessed and not just new machinery.
Assessment Conclusion:	<p>Evidence verified: FGVPI Bukit Sagu POM</p> <ol style="list-style-type: none"> 1. Pictorial evidence of PPE wearing training to all workers were verified on 12/10/2024. Interview with particular boiler workers confirmed that training conducted. 2. Appointment letter for OSH coordinator to align enforcement of PPE wearing at the workplace date 03/10/2024 by mill manager. 3. Verified work order or "Surat Perintah Kerja (SPK)" to third party with charge amount of RM1,700.00 to conduct Noise Risk Assessment (NRA) for the second shovel. The NRA has been conducted on 20/10/2024 but the report is not completed yet.

Non-conformity			
NCR Ref #	2546172-202409-N1	Issued Date	13/09/2024
Due Date	Next Assessment Visit	Closure Date	Next Assessment Visit
Indicator & Category (Critical / Minor)	2.2.2 – Minor		
Statement of Nonconformity:	The contractor engaged by the certification unit were not able to demonstrate the compliance of legal requirement.		
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:	HAR Sejahtera Enterprise is a contractor engaged by the mill to carry out grass cutting work at Bukit Sagu POM. Reviewed the sampled payslips, SOCSO Contribution Form 8A of contractors for the month of July 2024, found that the SOCSO contribution made was not in accordance with Employees’ Social Security Act 1969 (Act 4).				
	The details are as below:				
	Workers IC No.	Gross Salary	SOCSSO Contribution in Workers’ Payslip	SOCSSO Contribution Form 8A from the contractor	Total Rate of contribution as per Employees’ Social Security Act 1969 (Act 4)
	8XXXXX-1X-5XXX	RM1,700.00	RM32.60	RM32.60	RM37.10
	7XXXXX-0X-6XXX	RM1,700.00	RM32.60	RM32.60	RM37.10
Corrections:	To inform HAR Sejahtera Enterprise to review their SOCSO contributions payment. Necessary adjustments to be made to ensure payments align with the Employees' Social Security Act 1969.				
Root Cause Analysis:	Lack of Contractor Awareness and Understanding of the Legal Requirements.				
Corrective Actions:	1. To conduct a training session for contractors, specifically focusing on legal compliance related to labour laws, SOCSO, EPF, and other statutory requirements. 2. To establish verification checklist for payment details documents of contractor’s workers on monthly basis				
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit.				

Non-conformity			
NCR Ref #	2546172-202409-N2	Issued Date	13/09/2024
Due Date	Next Assessment Visit	Closure Date	Next Assessment Visit
Indicator & Category (Critical / Minor)	7.3.1 – Minor		
Statement of Nonconformity:	Waste management plan was not fully implemented.		
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	The estate management has established a waste management plan titled 'Pelan Pengurusan Sisa Domestik dan Bahan Buangan FGVPM Ladang Bukit Sagu 08		

	<p>Tahun 2024'. The plan includes the sources of waste, types of waste, and activities planned for the management of domestic waste and materials. The plan, among other, outlines the following:</p> <p>Sumber Bahan Buangan Jenis Bahan Buangan Aktiviti Yang Dirancang Bagi Pengurusan Sisa Domestik dan Bahan Buangan Pejabat dan Perumahan Sisa Pukul (Sofa terpakai, tilam terpakai, katil terpakai, dll.) Pengasingan sisa mengikut 3R dan dihantar kepada kontraktor berdaftar.</p> <p>Sisa Domestik (Sisa makanan, sisa dapur dan bahan kotor) dikumpulkan dan dijual kepada pemborong barang terpakai.</p> <p>Kertas/Plastid/Kaca/Kain Buruk/Aluminium Merancang dan melaksanakan jadual hari kutipan sisa domestik</p> <p>However, during the site visit to the A-G & C dormitories located at PM07, it was observed that waste such as used mattresses, plastic bottles, and boxes were dumped in the septic tank area and in the field behind the dormitory toilets, which is not implemented as plan mentioned above.</p>
Corrections:	Housekeeping the affected area and waste are disposed only in the designated area.
Root Cause Analysis:	Person in charge who are tasked to conduct the line site inspection failed to understand the criteria that need to be checked in the housing inspection checklist.
Corrective Actions:	<ol style="list-style-type: none"> 1. To conduct a briefing session to the PIC (warden) on criteria that need to be checked during the weekly housing inspection. 2. To conduct training/awareness session on waste management plan to all workers. 3. Training evaluation will be conducted after the session to assess the worker's understanding. 4. Establish designated days for the collection of non-domestic and recyclable waste.
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2546172-202409-I1</p> <p><u>Indicator 1.1.3</u></p> <p>The response to stakeholder requests could be further improved by the management of the operating unit under Bukit Sagu Complex.</p>

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
PF 2	Retrieval of relevant documents was efficient.

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PF 3	High interest was shown by the sampled workforce in implementing the RSPO Standard requirements.
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3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2389100-202309-M1	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023
Indicator & Category (Critical / Minor)	2.3.2 – Critical		
Statement of Nonconformity:	The correction and corrective action from the previous minor nonconformity against this indicator were not effectively implemented. Thus, the non-conformity report is reclassified as Critical.		
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:	There are several collection centres supplying FFB to Bukit Sagu POM. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Corrections:	Complete documentation will be obtained from all indirect supplier of KS Bukit Sagu.		
Root Cause Analysis:	Poor cooperation from collection centres/dealers in providing the required documentation.		
Corrective Actions:	<p>Person in charge for Traceability (at mills level) to continuously monitor the documentation submission from external FFB supplier. All documentation are to be compiled in a designated file.</p> <p>Continuous engagement with the external FFB supplier to ensure their understanding and commitment to comply with the standard requirement</p>		
Assessment Conclusion:	<p>Evidence verified:</p> <ol style="list-style-type: none"> 1) FGV has established a system called FFB Suppliers Information System (FSIS) where the information required by this indicator for the indirect suppliers is kept. Verification of two samples of indirect suppliers (Kawanda and Talmizi) for a collection centre, Eng Huat confirmed that the system was able to capture 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. 2) Record of engagement with the external FFB supplier to ensure their understanding and commitment to comply with the standard requirement dated 30/11/2023. The main objective of the meeting is to make the collection centres aware about providing the standard required information should there choose to send their crop to Bukit Sagu mill. Pictorial report and attendance list were among the evidence attached to the record. <p>Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Progress of the collection of information of the indirect suppliers will be verified in the next assessment.</p>		

**Effectiveness Closure
(for previous audit
closed Critical NC):**

It was evident that there are 6 collection centres/dealers identified as per documents review. Refer to a system called FFB Suppliers Information System (FSIS) managed by other sister company, FGV Trading Sdn Bhd where the information of all FFB suppliers including collection centres was kept and updated with upload related documents. Documents such as MPOB license, land titles, and geo-location map were sighted uploaded in the system. Sample of collection centres was reviewed as details below:

- Kim Ma Trading Sdn Bhd received from dealers, estates and smallholders. Details of sample taken for Kim Ma Trading as table below:

Category	Name	MPOB License	Land Title/Ownership	Geo-location map
Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes
Estate	Rangkaian Delima Sdn Bhd	Yes	Yes	Yes
Smallholder	M. Khalil Bin A. Rahman	Yes	Yes	Yes

- While Ekstarapalma Sdn Bhd received from dealers, and smallholders. Details of sample taken for this dealers as table below:

Category	Name	MPOB License	Land Title/Ownership	Geo-location map
Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes
Smallholder	Waha Desa Enterprise	Yes	Yes	Yes
	Ramzi Bin Awang	Yes	Yes	Yes

Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity.

Previous Audit Critical (Major) Non-conformity

NCR Ref #	2389100-202309-M2	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023

Indicator & Category (Critical / Minor)	3.6.2 – Critical								
Statement of Nonconformity:	The effectiveness of the H&S plan to address health and safety risks to people was not effectively monitored.								
Requirement Reference:	The effectiveness of the H&S plan to address health and safety risks to people is monitored.								
Objective Evidence:	<p>1) There were lapses in the implementation of the HIRARC at the estate.</p> <p>- During the visit to the Manuring Gang at FGVPB Bukit Sagu 04 Estate, it was found that the manurers were not wearing appropriate PPE, Safety Goggles. This was not in line with the HIRADC for Manuring which states that manurers are required to wear Safety Goggles.</p> <p>- During the visit to the Fertiliser Store Construction at FGVPB Bukit Sagu 04 Estate, it was sighted that Excavating Machinery was being used. Verified the HIRADC stated that control measures available is Machinery Competency License. Nevertheless, there were no evidence of competency license available during the assessment.</p> <p>2) During the visit to the Grass Cutting Operation at FGVPB Bukit Sagu 06 Estate, it was observed that Petrol mixed with 2T Oil was stored in a 4 Liter container which had no label. This was not in line with the requirements of USECHH Regulations 2000.</p> <p>3) There were lapses in the monitoring of the First Aid at the estates. Evidence as below:</p> <p>- During the field visit to the Harvesting Gang at FGVPB Bukit Sagu 04 Estate, it was identified that the First Aid Box handled by the Mandore had expired items, Yellow Lotion (Expired on 07/2023).</p> <p>- During the field visit to the FFB Evacuation Gang at FGVPB Bukit Sagu 06 Estate, it was identified that the First Aid Box handled by the Driver had insufficient items, Eye Pad.</p> <p>4) At Bukit Sagu POM, Audiometric Assessment was conducted on 16/12/2022 – 28/02/2023 for a total of 55 workers by Klinik Syed Badaruddin Sdn Bhd and the Audiometric Test Report was available for verification. The results indicated that 17 workers were diagnosed with STS and required to undergo a retest by 28/05/2023. Nevertheless, the Audiometric Retest was conducted on 01/08/2023, exceeded the 3 months as required by the Noise Regulation.</p> <p>5) At Bukit Sagu 07 & 08 Estates, the Medical Examinations were not conducted in timely manner for those employees diagnosed with Abnormal Audiogram, i.e., within 30 days after the audiogram test was done. Details are as follows:</p> <p>Estates Audiometric test date No. of employees Date examined</p> <table><tr><td>Estates</td><td>Audiometric test date</td><td>No. of employees</td><td>Date examined</td></tr><tr><td>BS 07</td><td>10/06/2023</td><td>11</td><td>30/08/2023</td></tr></table>	Estates	Audiometric test date	No. of employees	Date examined	BS 07	10/06/2023	11	30/08/2023
Estates	Audiometric test date	No. of employees	Date examined						
BS 07	10/06/2023	11	30/08/2023						

	<table><tr><td>BS 08</td><td>10/06/2023</td><td>10</td><td>04/09/2023</td></tr></table>	BS 08	10/06/2023	10	04/09/2023
BS 08	10/06/2023	10	04/09/2023		
	<p>6) There was a Notice of Improvement (NOI) #3A 098640 dated 18/05/2023 issued to Bukit Sagu 08 Estate due to an accident happened in Field No. 20B on 14/03/2023 which involved a tractor fell into a ravine. Poor road condition was the main factor of the accident. Based on Item no. 2 of the NOI, the road shall not be used until the NOI is approved by the DOSH. At the point of this audit, the NOI has yet to be approved. However, the road has already been used by the estate for quite some time.</p> <p>7) At Bukit Sagu 06 Estate, a brush cutter operator had been diagnosed to have occupational related hearing impairment on 27/08/2022. Based on the clinic's report, the doctor only recommended that personal hearing protection (PHP) to be worn during performing his work. Although there was no recommendation by the doctor to change his task, the estate had transferred him to work as a general worker at the oil palm nursery, commencing on 11/10/2022, with the intention to remove the noise exposure to the worker. However, changing type of work was not identified and/or registered as one of the risk controls in the company's HIRADC.</p>				
Corrections:	<p><u>FGVPM Bukit Sagu 04</u></p> <p>1) Mandor and supervisor will be reminded to ensure all workers wear a suitable PPE as per HIRADC.</p> <p>2) Estate management to obtain the complete documentation from contractor.</p> <p>3) Refresher PPE and First Aid training to be conducted to all workers.</p> <p>4) Expired items will be replaced with a new one upon delivery of the supplies.</p> <p><u>FGVPM Bukit Sagu 06</u></p> <p>1) Petrol and 2T container used by grass cutter to be labelled accordingly. (Refer Appendix 1A)</p> <p>2) Eye Pad and item inventory to be included in the First Aid Box. (Refer Appendix 1B)</p> <p>3) Refresher training on Chemical Handling and First Aid will be conducted to the respective workers.</p> <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u></p> <p>Estate and mills management to follow up on the test result and adhere to the recommendation given by the OHD (if any).</p> <p><u>FGVPM Bukit Sagu 08</u></p> <p>Estate to follow up on the approval from DOSH to use the road.</p>				
Root Cause Analysis:	<p><u>FGVPM Bukit Sagu 04</u></p> <p>1) Lack of monitoring by supervisor on PPE wearing among workers.</p> <p>2) Lack of monitoring from estate personnel on the required documentation that need to be obtained from contractor prior the commencement of work at site.</p> <p>3) Ineffective first aid box monitoring and coordination by the PIC which causes delayed in ensuring stock are always available at site.</p>				

	<p><u>FGVPM Bukit Sagu 06</u></p> <ol style="list-style-type: none"> 1) Lack of training and awareness by the worker (grass cutter) regarding safety issues which involved chemical labelling and handling. 2) Lack of awareness by the worker (tractor driver) about the inventory of the First Aid Box. <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u></p> <p>Lack of monitoring by the personnel in charge for legal monitoring in ensuring the examination to be carried in timely manners.</p> <p><u>FGVPM Bukit Sagu 08</u></p> <p>Lack of enforcement by the management in ensuring the workers for not using the road until the NOI is approved.</p>
Corrective Actions:	<p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1) Training evaluation to be conducted post training to evaluate the understanding of the workers. 2) Estate to ensure 'Borang Senarai Semak Permulaan Kerja Kontrak' is fully monitored to ensure complete documentation is obtained from contractor prior the commencement of the work. 3) Estate to arrange and prepare for early purchases of the required items and keep stock at the site to ensure continuous supply when needed. <p><u>FGVPM Bukit Sagu 06</u></p> <p>Training evaluation to be conducted post training to evaluate the understanding of the workers.</p> <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u></p> <p>Audiometric test (including retest and medical examination) will be included as part of the monitored items in the list of 'Rekod Pemantauan Lesen & Permit' at both estate & mill.</p> <p><u>FGVPM Bukit Sagu 08</u></p> <p>A memo will be issued and enforce by the management to all workers for not using the road, should there are delays in getting the approval from DOSH.</p>
Assessment Conclusion:	<p>Evidence verified:</p> <p><u>Bukit Sagu 04 Estate</u></p> <ol style="list-style-type: none"> 1) Training record dated 19/10/2023 that shows the supervisors, mandore and workers have been reminded about the importance of wearing PPE as per HIRARC. This includes pictorial report and training effectiveness evaluations. 2) Competency license issued by the Construction Industry Development Board (CIDB) of the contractor's excavator machine operator which is valid until January 2025. 3) Checklist records dated 08/11/2023 that show the content of all the first aid kits in BS04 were checked and verified by the management. Among the information

	<p>available in the checklist was name of the keepers (first aiders), list of contents, quantity, and expiry dates.</p> <p><u>Bukit Sagu 06 Estate</u></p> <ol style="list-style-type: none"> 1) Site visit at the grass-cutting operation confirmed that the 4L container of petrol had been properly labelled as per USECHH Regulations 2000. 2) Training record dated 21/11/2023 that shows the first aiders have been reminded about the importance of having the complete contents of their first aid kits according to the inventory list. This includes pictorial report and training effectiveness evaluations. <p><u>Bukit Sagu 07 Estate</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. <p><u>Bukit Sagu 08 Estate</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. 2) Notice of Improvement (NOI) #3A 098640 dated 18/05/2023 has been closed by the DOSH dated 17/05/2023 (backdated) <p><u>Bukit Sagu POM</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. <p>Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Continuous implementation will be verified in the next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1) In addition to training record dated 19/10/2023 that shows the supervisors, mandore and workers have been reminded about the importance of wearing PPE as per HIRARC, estate also conducted HIRARC Review session with employees, dated 03/09/2024 and Safe Work Procedure on Manuring, dated 11/06/2024 which can be viewed in pictorial report and training effectiveness evaluations. 2) As per visit, Fertilizer Store Construction has been completed. Nevertheless, 'Borang Senarai Semak Permulaan Kerja Kontrak' is still implemented to ensure complete documentation is obtained from contractor prior the commencement of the work. During the visit, there is no construction undergoing, but the checklist form is available. 3) First Aid Inspection has been continuously inspected by appointed First Aider in weekly routine. Several First Aid Boxes were inspected and contain reviewed checklist records dated 10/09/2024 that show the content of all the first aid kits. Among the information available in the checklist was name of the keepers (first aiders), list of contents, quantity, and expiry dates.

	<p><u>FGVPM Bukit Sagu 06</u></p> <ol style="list-style-type: none"> 1) Site visit at the grass-cutting for road maintenance activity confirmed that the 4L container of petrol had been properly labelled as per USECHH Regulations 2000. It also confirmed that estate has conducted training regards to labelling of chemical container on 09/09/2024 with evidence of training report, pictures and evaluation of effectiveness. 2) First Aid Inspection has been continuously inspected by appointed First Aider in weekly routine. Several First Aid Boxes were inspected and contain reviewed checklist records dated 09/09/2024 that show the content of all the first aid kits. Among the information available in the checklist was name of the keepers (first aiders), list of contents, quantity, and expiry dates. In addition, all First Aid Box keeper also attended the First Aid Training, which conducted on 17/08/2024 <p><u>Bukit Sagu 07 Estate</u></p> <ol style="list-style-type: none"> 1) Estate has established monitoring list for dates of follow up medical examination prior the conducted annual audiometric. Recent audiometric test was conducted on 08-09/06/2024 which involved 19 workers. 6 of them has normal result and continue and with annual audiometric test. While 10 of the workers were required to conduct further medical examination which has been conducted on 07/08/2024. The monitoring list has shown effective to avoid any missing dates for follow up medical examination. <p><u>FGVPM Bukit Sagu 08</u></p> <ol style="list-style-type: none"> 2) Estate has established monitoring list for dates of follow up medical examination prior the conducted annual audiometric. Latest audiometric test was conducted 08/06/2024 – 06/07/2024 which involved 13 workers. All of them has normal result and continue with annual audiometric test. 10 of the workers were required to conduct further medical examination which has been conducted on 03/08/2024. This is evident that the monitoring list is effective. 3) It was noted that DOSH has closed their Notice of Improvement (NOI) #3A 098640 dated 18/05/2023. As per interview with the estate management, the road has been maintained regularly by backhoe and hazard signage has been installed to keep drivers/users aware on the condition. <p><u>FPISB Bukit Sagu POM</u></p> <ol style="list-style-type: none"> 1) Mill has established monitoring list for dates of follow up medical examination prior the conducted annual audiometric Latest audiometric test was conducted 22-26/04/2024 which involved 42 workers who stationed at high noise are which identified during Noise Risk Assessment. 13 workers required to conduct medical examination and another 6 workers need to retest audiometry due to have standard threshold shift results. Retest of the audiometry conducted on 05/07/2024 & 08/07/2024 which is within 3 months timeframe.
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	Based on verification, there are sufficient evidences to comply with the requirement, hence the Major Nonconformities remains closed.
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Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2389100-202309-M3	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023
Indicator & Category (Critical / Minor)	6.2.4 – Critical		
Statement of Nonconformity:	Workers' housing compound has not been properly maintained.		
Requirement Reference:	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.		
Objective Evidence:	<p><u>FGVPM Bukit Sagu 06 Estate</u></p> <p>Site visit to housing compound house number 78/93 and 79/93 found that housing has not been properly maintained. Sighted:</p> <ol style="list-style-type: none"> 1) Used PPE (nitrile glove and respirator) 2) Overdue grass cutting 3) Improper waste management 4) Broken ceiling <p>It also has not been highlighted during latest housing inspection in the document "Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan)"</p> <p><u>FGVPM Bukit Sagu 07 Estate</u></p> <p>During the site visit to the workers' quarters, it was observed that wastewater from the kitchen was being discharged into the monsoon drain and causing stagnant water. It was evident that there is no adequate drainage system in place.</p>		
Corrections:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Used PPE have been disposed accordingly as per SOP (refer appendix 2A) - Grass cutting activity have been done in the area surrounding house number 78/93 and 79/93 (refer appendix 2B) - Communal work which include drain cleaning, grass cutting, and other housekeeping activity have been done on 13th September 2023 (refer appendix 2C) - Broken ceiling have been repaired on 21st September 2023 (refer appendix 2D) - Latest document of 'Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan)' have been reviewed and attached (Refer Appendix 2E) after correction and improvement actions have been done to the house No 78/93 & 79/93. 		

	<p><u>FGVPM Bukit Sagu 07</u></p> <p>Perform ditch and drain cleaning to provide a smooth and unblocked flow.</p>
Root Cause Analysis:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Lack of monitoring and enforcement by the estate management in ensuring the workers housing were properly maintained. - Lack of awareness among workers regarding waste management and cleanliness of housing compound. <p><u>FGVPM Bukit Sagu 07</u></p> <p>Inadequate drainage system and poor drainage maintenance has resulted the formation of the stagnant water at the back of the housing compound.</p>
Corrective Actions:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Training & awareness programme will be done to all workers on PPE and waste management. - New grass cutting schedule will be implemented to ensure the activity will never be behind schedule. - Communal activity will be done monthly to ensure no housekeeping issue will occur in the future. - Checklist 'Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan)' will be verified and reviewed by the Estate Manager. Any identified issue from housing inspection will be recorded in the Borang Aduan Kerosakan and action to be taken as per SOP. <p><u>FGVPM Bukit Sagu 07</u></p> <ul style="list-style-type: none"> - Estate management to prepare a drainage maintenance plan to improve the drainage system at the estate housing compound. <p>Estate to conduct the maintenance works once the planning has been approved and to ensure the monitoring for the drainage system is included in the Housing Inspection Checklist for every house/dormitory.</p>
Assessment Conclusion:	<p>Evidence verified:</p> <p><u>Bukit Sagu 06 Estate</u></p> <ol style="list-style-type: none"> 1) Pictorial report that shows the housing compound had been cleaned up, grass-cut, and broken ceiling had been repaired. This was also verified during the site visit. 2) Scheduled waste inventory dated 20/09/2023 that shows the contaminated PPE had been properly disposed in accordance with the regulations. 3) Housing weekly inspection checklist for the month of September 2023 that shows the current conditions had been correctly reported. <p><u>Bukit Sagu 07 Estate</u></p> <ol style="list-style-type: none"> 1) Pictorial report that shows the housing drainage had been repaired to resolve the stagnant water issue. This is also verifiable during the site visit. 2) Plan of backhoe deployment that shows the drain maintenance at housing area has been included as one of its tasks.

	Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Continuous implementation will be verified in the next assessment.
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification during site visit found that the housing and dormitory inspection checklist reflected the actual conditions observed during the audit and found to be signed by the manager of each respective units. No scheduled waste was found in the vicinity of the housing and dormitory areas. A grass-cutting schedule was established, as evidenced by the 'Jadual Tugas Harian Pembersihan Kawasan Perumahan dan Pejabat,' with grass cutting occurring twice a month in the housing compound. During the audit, it was found that the grass had been cut according to the schedule, and there was no overgrown grass in the housing area.</p> <p>In addition, any issues or damage in the housing and dormitory areas are addressed by management, as indicated in the housing and dormitory checklist, which includes evidence of repairs. Monthly 'Gotong-Royong' programs are conducted at the housing and dormitory areas, verified through pictorial evidence and interviews with sampled workers. The 'Pelan Pembaikan Longkang Bagi Tahun 2024' was also reviewed, showing that broken drains are being repaired in stages. During the visit, ongoing repair work on the drains was observed.</p> <p>Reflecting to the above, it was found that implementation of corrective action plan has been done by the estate management and sufficient to close the non-conformity.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2389100-202309-N1	Issued Date	15/09/2023
Due Date	15/10/2023	Closure Date	13/09/2024
Indicator & Category (Critical / Minor)	3.3.2 – Minor		
Statement of Nonconformity:	The method of marking river buffer zone was not in accordance with the procedure.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	FGV has established a Buffer Zone Management Procedure (Reference Number: FGVPM/L2/PAS-03, dated 23/01/2020), outlined in section 6.4 titled "Pengurusan Zon Penampan." During a site visit to Bukit Sagu 08 Estate Block 9 PM04L, it was observed the method of marking was not in accordance with the procedure, which wooden pegs painted with blue and white stripe are to be used.		
Corrections:	Estate management to establish a buffer zone marking as per SOP Pengurusan Zon Penampan (FGVPM/L2/PAS-03).		
Root Cause Analysis:	The buffer zone area is a flooded area, installed signage are often missing. As an alternative, the estate management has decided to establish a marking on the tree trunk.		
Corrective Actions:	FGVPM to review and revise the guidelines for buffer zone establishment that suits the situation in the estate.		

Assessment Conclusion:	<p>The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit.</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 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>Field visit to buffer zone area conducted during on-site assessment in all estates within BSPOM certification unit confirmed that buffer zone marking and signages have been established properly as per SOP.</p> <p>This confirmed that the CAP has been effective to address the issue and root cause with no recurrence. Hence, Minor NC has been closed on 13/09/2024.</p>
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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 2389100-202309-I1 <u>Indicator 2.1.1</u></p> <p>A total of 302 worker permits, involving individuals from Bangladesh, Indonesia, and India, have been awaiting renewal since 2021 across all estates under Bukit Sagu certification unit. To address this matter, the management has proactively initiated a meeting with the Director of Malaysia Immigration on 15/08/2023 to explore the most effective solutions. Furthermore, a management meeting was convened on 28/08/2023, where a Gantt chart was presented. This chart outlines the management's expectations for resolving the backlog issues by July 2024.</p> <p>An Opportunity for Improvement (OFI) has been raised as part of the mechanism for auditors to verify the implementation during the upcoming audit.</p> <p>Verification / Follow-up actions:</p> <p>Verification during the audit found that FGV is in the process of resolving permit issues for workers from Bangladesh, India, and Indonesia. This problem arose because FGV had previously used the MyEG system for permit renewals, but it was found that MyEG was unable to handle large-scale renewals simultaneously. As a result, FGV has been renewing permits directly with the Immigration Department in Putrajaya. Email communication regarding this issue was observed, starting from 13/06/2024. Emails confirming the batch-by-batch submission of passports directly to immigration authorities were provided during the audit for verification. The most recent submission for permit renewal was on 13/08/2024, where applications for work permit renewals for Batch 23 were sent. As of the audit, some workers have already received their new permits through this direct renewal process with the Putrajaya Immigration Department, and the process is still ongoing. It is expected that the backlog will be fully resolved by December 2024.</p>

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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)
2300745-202301-M1	Critical	6.7.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M2	Critical	3.4.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M3	Critical	1.1.4	20/01/2023	Closed On 03/03/2023
2300745-202301-M4	Critical	3.8.16	20/01/2023	Closed On 03/03/2023
2300745-202301-N1	Minor	2.3.2	20/01/2023	Escalated to Critical "2389100-202309-M1"
2300745-202301-N2	Minor	2.1.2	20/01/2023	Closed On 15/09/2023
2300745-202301-N3	Minor	2.2.2	20/01/2023	Closed On 15/09/2023
2300745-202301-N4	Minor	7.8.1	20/01/2023	Closed On 15/09/2023
2389100-202309-M1	Critical	2.3.2	15/09/2023	Closed On 14/12/2023
2389100-202309-M2	Critical	3.6.2	15/09/2023	Closed On 14/12/2023
2389100-202309-M3	Critical	6.2.4	15/09/2023	Closed On 14/12/2023
2389100-202309-N1	Minor	3.3.2	15/09/2023	Closed On 13/09/2024
2546172-202409-M1	Critical	3.3.2	13/09/2024	Closed on 30/10/2024
2546172-202409-M2	Critical	3.6.1	13/09/2024	Closed on 30/10/2024
2546172-202409-N1	Minor	2.2.2	13/09/2024	"Open"
2546172-202409-N2	Minor	7.3.1	13/09/2024	"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 The FGVPI Bukit Sagu 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)
Contractor	Mahu Berjaya Enterprise Sinardi Enterprise	Face to face Phone interview
Local Communities	Head of Settler FELDA Bukit Sagu 02 Guru Tabika KEMAS Bukit Sagu 04 Sekolah Agama KAFA Bukit Sagu 04	Phone interview Phone interview Phone interview
FFB Supplier	Ekstrapalma Sdn Bhd Tai Ichi Enterprise	Phone interview Phone interview
School	Sekolah Kebangsaan Bukit Sagu 01 Sekolah Kebangsaan Bukit Sagu 02	Face to face Face to face
Internal	Mill and Estate Workers (Local and Foreign)	Face to face
Internal	Female Workers	Face to face
Internal	Workers Representatives	Face to face

Stakeholders comment	
1	<p>Feedbacks: Contractor (Mahu Berjaya Enterprise and Sinardi Enterprise)</p> <p>They informed that they have signed contract agreement with the FGV prior to provide services. The terms and conditions have clearly stated in the agreement included the payment term. The payment was made promptly. They also have been briefed on the SCOC where no child labour shall be employed. No issue with the management at this moment.</p> <p>Audit Team verification and response:</p> <p>Reviewed the agreements and payment records found no lapse on the payment terms.</p>
2	<p>Feedbacks: Local Communities (Head of Settler FELDA Bukit Sagu 02, Tabika KEMAS Bukit Sagu 04 and Sekolah Agama KAFA Bukit Sagu 04)</p> <p>Good cooperation given by estate management team. The management will help whenever they requested for help. The estate and mill under FGV are known for offering job opportunities to residents in the surrounding settler areas. There are no issues of land encroachment by FGV estates and no complaint received from settlers during the time of audit. The estate also provides access to settlers via their roads to go to their farms.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>
3	<p>Feedbacks: School (SK Bukit Sagu 01 and SK Bukit Sagu 02)</p> <p>The representatives informed that the management from the estates and mill are very attentive and supportive. The management will assist whenever they requested for any assistance from the management. They have good relationship with the management. They informed that there was no child labour employed by FGV as the students were attended school as per school terms. They understand the complaint</p>

	procedure and so far, there is no complaint reported. No negative impact sighted for the activities carried out by the mill and estate.
	Audit Team verification and response: Reviewed complaint records found no issue reported by the school teachers.
4	Feedbacks: Estate and Mill Workers (Local and Foreign) Employment contract and payslip were provided, and the salaries deposited into workers bank account. Wages are paid according to Minimum Wages Order 2022. PPE is provided at no cost and can be replaced by making a request to the estate management. Foreign workers retain possession of their passports. Workers are aware of the complaint and grievance channels available to them. The management has been very accommodative to the workers in term of welfare. With regards to welfare, housing facilities, water & electricity supply were always maintained in good conditions. Regular training on company's SOP, policies, safety and health, environmental and social aspects were conducted by operating unit. All issues have been resolved and they also channel their complaints to the workers representatives in Jawatankuasa Komunikasi Harmoni (JKH).
	Audit Team verification and response: Reviewed the payslips for all sampled workers found all the workers were paid as per the legal requirements.
5	Feedbacks: FFB Supplier (Ekstrapalma Sdn Bhd and Tai Ichi Enterprise) The FFB Suppliers stated that the mill has provided training pertaining to FFB quality and grading. They further indicated their comprehension of the price mechanism and the factors that contribute to price reduction. Timely payments were also observed. In addition, they are cognizant of their ability to lodge complaints with the mill management at any time. It is worth noting that they maintain a positive and amicable relationship with the mill management.
	Audit Team verification and response: Verified payment records found that no lapse on the payment.
6	Feedbacks: Female workers They informed that the management treated the female workers equally with male workers. No discrimination occurred. The female workers were given opportunity on promotion of work based on work performance and capability. They also informed that no case of sexual harassment and domestic violence reported. New mother was consulted on her needs and all the needs were provided accordingly.
	Audit Team verification and response: Reviewed the payslips, employment contracts and records of meeting minutes of Gender Committee confirmed that no discrimination and sexual harassment reported. While for new mother requirement, it was noted that new mother had time off privileges for their baby regular check-up which recorded as off record.
7	Feedbacks: Workers Representatives (Mill & Estate) They informed that they were elected by the workers through election. They have meeting with the management to discuss any issues related to workers. All the issues reported were taken action by the management and resolved accordingly. No pending complaint during the time of audit. The wages were paid accordance to Minimum Wage Order 2022 and overtime was paid as per Employment Act and Collective Agreement.
	Audit Team verification and response: Reviewed meeting minutes and payslips found no issue.


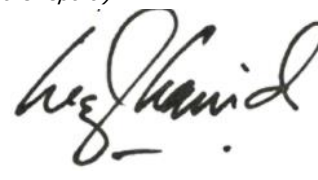
List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable as the certification unit has undergone second cycle of replanting.					

Previous land owner / user comment	
	Feedbacks: Not applicable as the certification unit has undergone second cycle of replanting.
	Audit Team verification and response: Not applicable as the certification unit has undergone second cycle of replanting.

3.5 Impartiality and conflict of interest

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

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 The FGVPI Bukit Sagu Palm Oil Mill & supply bases 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 The FGVPI Bukit Sagu Palm Oil Mill & supply bases 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: 27/10/2024	Date: 30/10/2024

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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>The documents specified in the RSPO P&C were made available on-site upon request at all sampled operating units. Management documents related to sustainability, including land titles, OSH plans, EIA and SIA reports, HCV reports, complaint and grievance records, company procedures, summary reports, policies, and continual improvement plans, were accessible upon request during the audit. In addition, the company's policies and guidelines and sustainability report are publicly available on its website (https://www.fgvholdings.com/sustainability/policies-guidelines/ and (https://www.fgvholdings.com/investor-relations/annual-reports-presentations/), which was confirmed to be accessible to the public. The management of the operating units under Bukit Sagu Complex issued a memo to stakeholders listing documents available upon request at the office, with records of the memo's distribution verified at the visited units. The following documents are publicly available:</p> <ol style="list-style-type: none"> 1. Land titles 2. OSH plan 3. Environmental and social management plan 4. HCV report 5. Complaint and grievance procedures 6. Complaint and grievance records 	Complied

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		<p>7. Land dispute procedures</p> <p>8. Policies (e.g., Human Rights and Group Sustainability Policy)</p> <p>9. Audit assessment reports</p> <p>Furthermore, policies and procedures were displayed on office notice boards, workstations, and in worker quarters.</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information is available in appropriate languages and accessible to relevant stakeholders (including internal and external stakeholder), provided through stakeholder meeting and various meeting such as gender meeting, workers meeting, OSH meeting latest conducted at each specific operating unit. Complaint and grievance procedure, policies and RSPO requirements were discussed in the meeting with internal and external stakeholders. The meeting was given in by representative from each operating unit in Malay language which is understand by the relevant stakeholder. This has been verified through interview with sampled stakeholder conducted during the audit. Furthermore, information (in Malay) can be seen in the strategic area within estate and mill compound. Latest stakeholder meeting combining all estates and mill under FGV Bukit Sagu Complex was conducted on 05/09/2023 at Dewan Auditorium ALAF, Kuantan attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities.</p> <p>Reflecting to indicator 1.1.1, the management of the operating units under Bukit Sagu Complex issued a memo to stakeholders listing documents available upon request at the office, with records of the memo's distribution verified at the visited units. The memo was issued in local language and the memo was distributed to stakeholders accordingly.</p>	Complied
1.1.3	(C) Records of requests for information and responses are maintained.	FGV has developed procedure entitled Komunikasi, Penglibatan dan Rundingan, Doc. No. FGV/FGVPM/II/IMS/15/006, Effective date	OFI

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	<p>- Critical (Major) compliance -</p>	<p>01/11/2021 as guidance for establishing an effective communication system with internal and external parties of the estate/mill regarding quality requirements, environmental aspects and impacts, hazards and risks, social aspects in the workplace, and the current achievement of these objectives.</p> <p>Timeframe for internal and external communication to provide feedback within two weeks from the date of receipt for communication requiring direct feedback and within one week of the completion of the investigation for communication requiring investigation.</p> <p>The management have communicated the information to the relevant stakeholders during stakeholder meeting. Latest stakeholder meeting combining all estates and mill under Bukit Sagu Complex was conducted on 05/09/2023 at Dewan Auditorium ALAF, Kuantan attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities.</p> <p>Since the previous audit, there is no information request by the relevant stakeholder as verified through interview and documentation review. For operating unit under FGV Bukit Sagu Complex, it was found that the operating unit has implemented Complaint Book/Complaint Form to record any complaint or request from internal and external stakeholders. There was no complaint received since last audit from external stakeholders. Besides that, the requests from the workers in the estate and mill were mainly to request for repairing their houses. Requests for assistance from neighboring stakeholders were verified during the audit, and interviews with sampled stakeholders confirmed that the operating unit had fulfilled these requests, such as the request to collect black soil from the mill, dated 22/01/2024.</p>	
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		Opportunity for Improvement (OFI) The response to stakeholder requests could be further improved by the management of the operating unit under FGV Bukit Sagu Complex.	
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	Consultation and communication procedures are documented in procedure entitled 'Komunikasi, Penglibatan dan Rundingan', Doc. No. FGV/FGVPM/II/IMS/15/006, Effective date 01/11/2021 as guidance for establishing an effective communication system with internal and external parties of the estate/mill regarding quality requirements, environmental aspects and impacts, hazards and risks, social aspects in the workplace, and the current achievement of these objectives. Timeframe for internal and external communication to provide feedback within two weeks from the date of receipt for communication requiring direct feedback and within one week of the completion of the investigation for communication requiring investigation. The management have communicated the information to the relevant stakeholders during stakeholder meeting. Latest stakeholder meeting combining all estates and mill under Bukit Sagu Complex was conducted on 05/09/2023 at Dewan Auditorium ALAF, Kuantan attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities. For workers, briefing of the procedure has been conducted during the morning muster/roll call and various meeting, such as meeting with worker representatives (OSH meeting, gender meeting and meeting with Jawatankuasa Komunikasi Harmoni).	Complied

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		Based on interview during internal and external stakeholder consultation session, it was affirmed that they were briefed regards to communication procedure adopted by management.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of stakeholders for internal and external parties maintained in the 'Senarai Status Stakeholder Dalaman dan Luaran' (Internal and External Stakeholder Status List) at each visited operating unit and found listed stakeholder from various categories such as government/statutory bodies, contractor, local communities, support services, workers union, recruitment agent and supplier. The stakeholder list is listed information on the name of stakeholders, contact name, position, address, and contact number which updated on annual basis. All estates and mill updated their stakeholder list in January 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 -	<p>A policy for ethical conduct has been documented in policy entitled Anti-Bribery Policy Statement (Doc. No.: FGV/GGD/POL/003; Revision: 3.0; Date: 18/01/2024). In the policy emphasizes the commitment of the company among others as follows:</p> <ul style="list-style-type: none"> • Encourage transparent and ethical conduct in the Group by providing avenues to disclose improper conduct through whistleblowing channel. • Uphold anti-corruption principles outlined in the Code of Business Practice (CoBC) • Demonstrate discernment when applying the principles enshrined in the Code of Ethics and Conduct (CoEC) • Report any corruption and bribery via FGV whistleblowing channel or to the Malaysian Anti-Corruption Commissions (MACC) 	Complied

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		<p>In addition to the above policy, FGV has also addressed its ethical conduct policy through the Supplier Code of Conduct (SCOC), which is to be implemented across all business operations and transactions, including recruitment and contracts. This document is publicly available on the company's website. The SCOC outlines principles and standards relating to sustainability, business ethics and integrity, safety, health and the environment, and labor, among other areas. Any supplier or contractor wishing to enter into a business partnership with FGV must commit to and apply the principles and standards outlined in the SCOC.</p> <p>Sections 1.1, 1.2, 1.3, 1.4, and 1.8 of the SCOC state that ethical and management practices should align with standards of ethical behavior, including compliance with all applicable anti-bribery and corruption laws, such as the Malaysian Anti-Corruption Commission Act 2009. The SCOC also prohibits any involvement in money laundering, either directly or indirectly, the use of illegal or unethical methods, and requires avoiding conflicts of interest.</p> <p>FGV enforces the implementation of the SCOC by requiring all contractors and vendors to sign the SCOC document before commencing their work. Copies of the signed SCOC are maintained by all operating units under the FGV Bukit Sagu Complex and are available for verification.</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>At the operating unit level, the system to monitor is mainly involves regular check of contractors' legal compliance and employees' welfare by the management. Compliance and implementation of policy through tendering process which will be approved by regional office base on quotation submitted from contractor. Other than that, there is audit from Group Internal Audit (GIA) which will conduct the audit base on sampling for each region.</p>	Complied

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		Furthermore, FGV has established Whistleblowing Policy (Ref No.: FGV/GGD/POL/001; Revision: 8.0) dated 17/11/2020. The policy was to establish the rules and principles for the process of complaint management, investigation, and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<p>Compliance demonstrated by certification unit within Bukit Sagu POM (BSPOM) and its supply base i.e. Bukit Sagu 04 Estate (BS04E), Bukit Sagu 06 Estate (BS06E), Bukit Sagu 07 Estate (BS07E) and Bukit Sagu 08 Estate (BS08E) with evidence of permits and licenses as per samples as following:</p> <ul style="list-style-type: none"> - BS08E: MPOB License # 559045002000; Licensed activities: Sales & Transfer (FFB #); Estate area: 1,830.72 ha; License validity 01/03/2024 – 29/02/2025 - BS08E: KPDNHEP Permit for Controlled Goods # PKPB/2024/P/C-000086; Ref. # KPDNPHG.600-8/3/199; Diesel (Euro 5); Max storage capacity: 10,000 liters; License validity: until 02/05/2027 - BS08E: KPDNHEP Permit for Controlled Goods Serial # PK/2024/P/C-000307; Ref. # KPDNPHG.600-8/3/73; Petrol (RON 95); Max storage capacity: 200 liters; License validity: until 17/06/2025 - BSPOM: MPOB License # 500202104000; Licensed activities: Sales & Transport (FFB, PK, CPO, SPO #), Purchase & transport (FFB, PK, CPO #), Storage (PK, CPO, SPO #) & Milling (FFB #); 	Complied

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		<p>Max processing capacity: 259,200 mt/year; License validity: 01/05/2024 – 31/03/2025</p> <ul style="list-style-type: none"> - BSPOM: DOE License Compliance Schedule Ref. # JAS.CHQ-600-3/1/2/42JLD2(23); License # 006782; Validity period: 01/07/2024 – 30/06/2025; Max processing capacity: 60 mt/hr; Max effluent discharge capacity: 1440 m³/day; BOD limit: 100 mg/L - BSPOM: KPDNHEP Permit for Controlled Goods # PBKB/2024/B/C-000103; Ref. # KPDNPHG.600-/8/3/130; Diesel (Euro 2M); Max storage capacity: 24,000 liters; License validity: 14/03/2024 – 13/03/2025 - BSPOM: Energy Commission License for Private Installation # 2024/00222; Serial # 66061; Max installation capacity: 3,018 kW; License validity: 24/02/2024 – 23/02/2025 - BSPOM: Pahang Water & Energy Resources Certificate of Water Resource Consumption; Serial # 0024; Account # 0321010004; Source location: Sungai Batu; Sub-district & district: Kuala Kuantan, Kuantan; Type of water source: Surface water; License validity: 01/01/2024 – 31/12/2024 - BSPOM: DOSH FMA Competency Validation # 022/2033 Steam Engineer Grade 2; Validated date: 19/04/2011 - BSPOM: DOSH FMA Competency Validation # KN/06/08 Steam Engine Driver Grade 1; Validated date: 23/10/2008 - BSPOM: Energy Commission Competent Electrical Chargeman Category A4; Competency Validation # PJ-T-4-B-0147-2013; Ref. # PJ 1111278; Validated date: 19/02/2013 - BSPOM: DOE Verified Competent Person CePPOME Serial # CePPOME/00146; Verified date: 26/02/2020 	
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		<ul style="list-style-type: none"> - BSPOM: DOE Verified Competent Person CePSWAM Serial # CePSWAM/05061; Verified date: 25/08/2022 - BSPOM: JKTSM Salary Deduction Permit Ref. # Bil.(40) dlm.BHG.PU/9/129 Jld2; Date: 02/10/2012 - BS06E: MPOB License # 559597002000; Licensed activities: Sales & Transfer (FFB #); Estate area: 1,766.44 ha; License validity: 01/04/2024 – 31/03/2025 - BS06E: KPDNHEP Permit for Controlled Goods # PBKB/2024/B/C-000218; Ref. # KPDNPHG.600-8/3/199; Diesel (Euro 5); Max storage capacity: 10,000 liters; License validity: 14/08/2024 – 13/08/2027 - BS06E: KPDNHEP Permit for Controlled Goods Serial # PBKB/2024/B/C-000218; Ref. # KPDNPHG.600-8/3/73; Petrol (RON 95); Max storage capacity: 200 liters; License validity: 14/07/2024 – 13/07/2025 - BS06E: DOSH FMA Fitness Validation Reg. # PH-PMT-83306; Equipment: Air Compressor 1000 kP; Validity period: 10/04/2023 – 09/10/2024 - BS07E: MPOB License # 559045002000; Licensed activities: Sales & Transport (FFB #); Estate area: 2,204.79 ha; License validity: 01/03/2024 – 28/02/2025 - BS07E: KPDNHEP Permit for Controlled Goods Serial # PK/2023/B/C-000656; Ref. # KPDNPHG.600-8/5/140; Petrol (RON 95); Max storage capacity: 200 liters/day; License validity: 30/11/2023 – 29/11/2024 - BS07E: KPDNHEP Permit for Controlled Goods Ref. # PHG/PD/K/33/97; Diesel (Industrial); Max storage capacity: 8,190 liters; License validity: 12/10/2021 – 11/10/2024 	
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		<ul style="list-style-type: none"> - BS04E: MPOB License # 558968002000; Licensed activities: Sales & Transfer (FFB #); Estate area: 3,340.29 ha; License validity: 01/03/2024 – 28/02/2025 - BS04E: KPDNHEP Permit for Controlled Goods Serial # PK/2024/B/C-000377; Ref. # KPDNPHG.600-8/5/50; Petrol (RON 95); Max storage capacity: 200 liters/day; License validity: 03/07/2024 – 02/07/2025 - BS04E: KPDNHEP Permit for Controlled Goods # PBKB/2024/B/C-000242; Ref. # KPDNPHG.600-8/3/223; Diesel (Euro 5); Max storage capacity: 10,000 liters; License validity: 11/09/2024 – 10/09/2027 - BS04E: DOSH FMA Fitness Validation Reg. # PH-PMT-82032; Equipment: Air Compressor 1,750 kP; Validity period: 25/07/2024 – 24/10/2025 	
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 a SOP Ref. No FGV/GSD-SR/SOP/16, Version 0.0, dated 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 register included with info on the following:</p> <ul style="list-style-type: none"> • Legal and Other Requirements • Enforcer Body • Main requirement • Enforcement standard • Penalty (RM) 	Complied

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		<ul style="list-style-type: none"> 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 as following:</p> <ul style="list-style-type: none"> Occupational Safety and Health (Amendment) Act 2022 and the Factories and Machinery (Repeal) Act 2022 (will officially come into operation on 1 June 2024) Employment Act 1955 (Latest amendment made by Act A1651 which came into operation on 1 January 2023) <p>On the site verification, interviews with office personnel and records indicate that the system is appropriate to the operation. Tracking system on any changes in the law had been well implemented.</p>	
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 while. FGVPIB Bukit Sagu Palm Oil Mill's border marked through the fencing of the mill area.</p> <p>Estate legal boundaries was clearly demarcated with security trenches and fencing as per sample boundary visited maintained both in field and on document as following:</p> <p>BS06E Boundary Map: Field # PR17H boundary to Forest Reserve, Mining Area & Setia Timur Estate</p>	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Each operating unit within FGV Bukit Sagu Complex maintains its own stakeholder list, which includes a comprehensive record of</p>	Complied

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		contracted parties. This stakeholder lists were updated in 2024. Information such as names and addresses of the contractors, as well as the contact person for each contractor. The lists were made available for verification at all operating units.	
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>Samples of contracts for estate and mill under FGV Bukit Sagu Complex were verified to contain clauses on meeting applicable legal requirements. Section 9 of the General Conditions of Contract which has been signed by the contractor stated that the contractor shall comply in all respects with any law, regulation or by-law, or any order or directive issued by any public authority or public service company. This is also stated in the Supplier Code of Conduct (SCOC) which is signed by the contractor before work commence. Example of verified contract agreements are as follows:</p> <p><u>FGVPM Bukit Sagu 04</u></p> <ul style="list-style-type: none"> Fidelia Trading (Worker housing repairs and other related tasks); Contract period: 20/06/2024 to 19/12/2024. Sinardi Enterprise; Contract period: 01/08/2024 to 31/01/2025. <p><u>FGVPM Bukit Sagu 07</u></p> <p>Nalar Gemilang Enterprise (Transporting FFB to the mill-bin system area); Contract period: 01/01/2023 to 31/12/2024.</p> <p><u>FGVPI Bukit Sagu POM</u></p> <ul style="list-style-type: none"> HAR Sejahtera Enterprise (Providing labor, materials, equipment, transportation, and all necessary requirements for grass cutting, pruning saplings, and herbicide application in 	Non-compliance

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		<p>difficult-to-machine areas, two rounds per month according to schedule in the Bukit Sagu Palm Oil Mill housing area); Contract period: July 2024 to September 2025.</p> <ul style="list-style-type: none"> • BUJ Technology Enterprise Sdn Bhd (Providing labor, equipment, materials, transportation, and other requirements for the collection, transport, and disposal of domestic solid waste (twice a week) for residents of the Bukit Sagu Palm Oil Mill housing); Contract period: July 2024 to September 2025. <p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> • BUJ Technology Enterprise Sdn Bhd (Providing suitable vehicles and drivers for solid waste collection); Contract period: 01/01/2024 to 31/12/2024. • Arah Bermaju Enterprise (FFB Transporter); Contract period: 01/01/2023 to 31/12/2024. <p>Evidence of legal due diligence was also available for the above-mentioned contractors. This includes verifying dates of contractor workers salary payment, employment contracts, SOCSO and EPF contribution and workers' payslip. Interviewed with the sampled contractors conducted during the audit indicate that they are aware of the terms and conditions outlined in the agreement.</p> <p>For recruitment agent, samples of contract have been verified for P.T Cipta Rezeki, P.T Zisra Dwi Jaya, Agency Pekerjaan Samint Sdn Bhd and Ayaan Consultancy Services. Clause 9.1 of the contract agreement stated that compliance to legal requirement. In addition, due diligence was conducted as evident in the document entitled</p>	
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		<p>Due Diligence Exercise on FGV Migrant Workers Recruitment Process at Source Countries for each sample recruitment agents. Due Diligence documents consists of evaluation as follows:</p> <ol style="list-style-type: none"> 1. Risk assessment – determine the risk whether it is low, medium or high risk. 2. Assessment and findings: <ul style="list-style-type: none"> - Agency information (Business activity, business location, no. of workers supplied previously, sub agent/business partner. 3. Legal requirement: <ul style="list-style-type: none"> - Registration - Official relations sub agent/business partner 4. Policy and SOP's – Engagement with sub agent, activities undertaken for recruitment, recruitment fees. 5. Recruitment process – Receipt for any payment, cash loan/cash advance 6. Arrival process – Meet workers upon arrival in Malaysia, conduct interview session/survey with workers on recruitment process including recruitment fees, grievance mechanism. 7. Contract agreement – Contract employment. <p>Despite the above, it was found that the contractor engaged by the certification unit were not able to demonstrate the compliance of legal requirement. HAR Sejahtera Enterprise is a contractor engaged by the mill to carry out grass cutting work at Bukit Sagu POM. Reviewed the sampled payslips, SOCSO Contribution Form 8A of contractors for the month of July 2024, found that the</p>	
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		<p>SOCSSO contribution made was not in accordance with Employees' Social Security Act 1969 (Act 4).</p> <p>The details are as below:</p> <table><tr><th>Workers IC No.</th><th>Gross Salary</th><th>SOCSSO Contribution in Workers' Payslip</th><th>SOCSSO Contribution on Form 8A from the contractor</th><th>Total Rate of contribution as per Employees' Social Security Act 1969 (Act 4)</th></tr><tr><td>8XXXXX-1X-5XXX</td><td>RM1,700.00</td><td>RM32.60</td><td>RM32.60</td><td>RM37.10</td></tr><tr><td>7XXXXX-0X-6XXX</td><td>RM1,700.00</td><td>RM32.60</td><td>RM32.60</td><td>RM37.10</td></tr></table> <p>Therefore, a Minor non-conformity is raised against this indicator.</p>	Workers IC No.	Gross Salary	SOCSSO Contribution in Workers' Payslip	SOCSSO Contribution on Form 8A from the contractor	Total Rate of contribution as per Employees' Social Security Act 1969 (Act 4)	8XXXXX-1X-5XXX	RM1,700.00	RM32.60	RM32.60	RM37.10	7XXXXX-0X-6XXX	RM1,700.00	RM32.60	RM32.60	RM37.10	
Workers IC No.	Gross Salary	SOCSSO Contribution in Workers' Payslip	SOCSSO Contribution on Form 8A from the contractor	Total Rate of contribution as per Employees' Social Security Act 1969 (Act 4)														
8XXXXX-1X-5XXX	RM1,700.00	RM32.60	RM32.60	RM37.10														
7XXXXX-0X-6XXX	RM1,700.00	RM32.60	RM32.60	RM37.10														
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>It was verified that all contracts agreement as mentioned in indicator 2.2.2, include clauses or elements for disallowing child, forced and trafficked labour which is clearly stated in the Supplier Code of Conduct (SCOC) under Section 3. This clauses state that the contractor shall adhere to the attached company policies i.e., Human Right Policy (e.g., no child labour, no forced and trafficked labour, and equal opportunities).</p> <p>Review the contractor documents such as workers' payslip, employment contract, SOCSSO 8A form and EPF contribution form found that there is no young person were employed by the</p>	Complied															

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		contractors. This was also verified during site visit and interview with sampled contractors during the audit.	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <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 - Critical (Major) compliance -	<p>Verified list of direct sourced FFB supply to FGVPISB Bukit Sagu 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 11 internal estates, 6 dealers, 2 outside estates and 2 smallholders verified as mill's directly FFB suppliers.</p>	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> - Minor compliance -	<p>It was evident that there are 6 collection centres/dealers identified as per documents review. Refer to a system called FFB Suppliers Information System (FSIS) managed by other sister company, FGV Trading Sdn Bhd where the information of all FFB suppliers including collection centres was kept and updated with upload related documents. Documents such as MPOB license, land titles, and geo-location map were sighted uploaded in the system. Sample of collection centres was reviewed as details below:</p> <ul style="list-style-type: none"> • Kim Ma Trading Sdn Bhd received from dealers, estates and smallholders. Details of sample taken for Kim Ma Trading as table below: 	Complied

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		<table><tr><th>Category</th><th>Name</th><th>MPOB License</th><th>Land Title/Ownership</th><th>Geo-location map</th></tr><tr><td>Dealer</td><td>Lim Meng Sow Enterprise</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Estate</td><td>Rangkaian Delima Sdn Bhd</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Smallholder</td><td>M. Khalil Bin A. Rahman</td><td>Yes</td><td>Yes</td><td>Yes</td></tr></table> <ul style="list-style-type: none">While Ekstarapalma Sdn Bhd received from dealers, and smallholders. Details of sample taken for this dealers as table below: <table><tr><th>Category</th><th>Name</th><th>MPOB License</th><th>Land Title/Ownership</th><th>Geo-location map</th></tr><tr><td>Dealer</td><td>Lim Meng Sow Enterprise</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td rowspan="2">Smallholder</td><td>Waha Desa Enterprise</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Ramzi Bin Awang</td><td>Yes</td><td>Yes</td><td>Yes</td></tr></table>	Category	Name	MPOB License	Land Title/Ownership	Geo-location map	Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes	Estate	Rangkaian Delima Sdn Bhd	Yes	Yes	Yes	Smallholder	M. Khalil Bin A. Rahman	Yes	Yes	Yes	Category	Name	MPOB License	Land Title/Ownership	Geo-location map	Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes	Smallholder	Waha Desa Enterprise	Yes	Yes	Yes	Ramzi Bin Awang	Yes	Yes	Yes	
Category	Name	MPOB License	Land Title/Ownership	Geo-location map																																						
Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes																																						
Estate	Rangkaian Delima Sdn Bhd	Yes	Yes	Yes																																						
Smallholder	M. Khalil Bin A. Rahman	Yes	Yes	Yes																																						
Category	Name	MPOB License	Land Title/Ownership	Geo-location map																																						
Dealer	Lim Meng Sow Enterprise	Yes	Yes	Yes																																						
Smallholder	Waha Desa Enterprise	Yes	Yes	Yes																																						
	Ramzi Bin Awang	Yes	Yes	Yes																																						

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Principle 3: Optimise productivity, efficiency, positive impacts and resilience															
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.															
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>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 <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	Complied												
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The estates have established the replanting plan. The plan is as the following (hectare):</p> <table><tr><td>Estate</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	Estate	2024	2025	2026	2027	2028							Complied
Estate	2024	2025	2026	2027	2028										

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		<table><tr><td>FGVPM Bukit Sagu 08</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>-</td><td>392.59</td><td>358.04</td><td>-</td><td>-</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>127.00</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></table>	FGVPM Bukit Sagu 08	-	-	-	-	-	FGVPM Bukit Sagu 06	-	392.59	358.04	-	-	FGVPM Bukit Sagu 07	127.00	-	-	-	-	FGVPM Bukit Sagu 04	-	-	-	-	-	
FGVPM Bukit Sagu 08	-	-	-	-	-																						
FGVPM Bukit Sagu 06	-	392.59	358.04	-	-																						
FGVPM Bukit Sagu 07	127.00	-	-	-	-																						
FGVPM Bukit Sagu 04	-	-	-	-	-																						
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 Bukit Sagu 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><td>Estate/Mill</td><td>Date</td></tr><tr><td>FGVPM Bukit Sagu 08</td><td>22/08/2024</td></tr><tr><td>FGVPISB Bukit Sagu POM</td><td>21/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>26/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>22/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>03/09/2024</td></tr></table>	Estate/Mill	Date	FGVPM Bukit Sagu 08	22/08/2024	FGVPISB Bukit Sagu POM	21/08/2024	FGVPM Bukit Sagu 06	26/08/2024	FGVPM Bukit Sagu 07	22/08/2024	FGVPM Bukit Sagu 04	03/09/2024	Complied												
Estate/Mill	Date																										
FGVPM Bukit Sagu 08	22/08/2024																										
FGVPISB Bukit Sagu POM	21/08/2024																										
FGVPM Bukit Sagu 06	26/08/2024																										
FGVPM Bukit Sagu 07	22/08/2024																										
FGVPM Bukit Sagu 04	03/09/2024																										

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Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>A continuous improvement plan for the social aspect has been documented in the comprehensive social management plan, covering all relevant social dimensions. Samples have been gathered to illustrate this:</p> <ul style="list-style-type: none"> - To ensure efficient consultation and communication processes, as well as to address complaints and grievances promptly, it is essential to respond to any requests or concerns in a timely manner. - To ensure transparent communication of employment terms and compensation, employees must be provided with employment contracts and receive pay slips. - To ensure that all employees are compensated in compliance with the latest minimum wage regulations in Malaysia. <p>Meanwhile, continuous improvement for environment elements were plan and implemented as per samples as following:</p> <ul style="list-style-type: none"> - BSPOM: To reduce water consumption < 1.00 mt/ FFB process - BSPOM: To reduce diesel consumption < 1.00 mt/ FFB process - BS06E: Objective: To maximize recycling; Target: Reducing waste or generation of by-products actions: EFB application in field; Reuse of empty fertilizer beg for rubber PND; Reuse of empty chemical container as premix storage - BS07E: Objective: Prevention of GHG pollution; Target: GHG prevention control; Actions: Zero burning and environmentally friendly campaign; Reduction of diesel usage; Increase of 	Complied

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		organic fertilizer usage; Reduction of poisonous chemical use; Increase recycling campaign; Zero open burning campaign.	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	FGVPISB Bukit Sagu 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.	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 Bukit Sagu 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 the estates, the "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual) is in place. Additionally, FGVPMSB also established "Garis Panduan Keselamatan & Kesehatan Ladang FGVPMSB" as safety guidelines regards to plantation operation activities.</p>	Complied
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	FGVPISB Bukit Sagu POM and FGVPMSB Bukit Sagu Estates commonly will be verify by internal parties to ensure the consistency of implemented procedures which are as listed below but not limited to:	Non-compliance

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		<p>chisel covers but had left them at home. This violates the established Safety Guidelines – Management of Sharp Tools, Document No. FGVPM/L3/GPK-036, Version 0.0, Clause 7.6, which states that the mandore is responsible for ensuring the use of chisel/machete covers by workers when the tools are not in use.</p> <p>During the visit to the petrol store, several 20-liter containers of petrol for grass-cutting operators were observed. However, none of the containers were labelled in accordance with the Safety Guidelines – Chemical Handling Management, Doc. No. FGVPM/L3/GPK-006, Clause 6.5, which specifies that chemicals transferred to other containers must be relabelled with the original information for safety purposes.</p> <p><u>FGVPM Bukit Sagu 07</u></p> <p>During a site visit to PR22H for spraying activities, it was found that one of the first aid boxes lacked antiseptic liquid (alcoholic iodine). The person responsible for the first aid box explained that the antiseptic had been used but failed to record its usage on the designated form, as required by the Safety Guidelines – First Aid Box, Doc. No. FGVPM/L3/GPK-003, Version 0.0. Clause 6.2.2 states that every use of the first aid kit's contents must be documented using a specific form.</p> <p>Hence, non-conformance is raised.</p>	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	<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 	Complied

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		<ul style="list-style-type: none"> 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 	
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<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 is no new planting nor expending the existing ones conducted by each operating unit under FGV Bukit Sagu 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.</p> <p>However, FGV Bukit Sagu Complex has conducted a Social Impact Assessment (SIA) which is the report entitled 'Laporan Kajian Penilaian Impak Sosial (SIA) Kompleks Bukit Sagu' is made available to the audit team during the audit. The audit team observed that the assessment covers the whole Certification Unit covering the FGVPI Bukit Sagu POM, FGVPM Bukit Sagu 04, FGVPM Bukit Sagu 06, FGVPM Bukit Sagu 07 and FGVPM Bukit Sagu 08 whereby the latest assessment has been conducted on 11 to 13/06/2024 by Group Sustainability Division under Compliance and Certification Department. The assessment taking consideration into the following aspects:</p>	Complied

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		<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 <p>Mapping covering of demographic of the assessment were made available under section 3.6 of the SIA report.</p> <p>Methodology of assessment were describing in the section 4.0 of the SIA report which consists of:</p> <ul style="list-style-type: none">- Stakeholder sample selection analysis results- Stakeholder consultation methods- Review of meeting minutes for raised issues- SIA scope assessment report – Scoping <p>As a result of the assessment, it was observed that the company has identified the impacts, which are summarized in Section 6.0 (Summary of Discussions on Positive and Negative Impacts) of the SIA report. The assessor has recommended a mitigation plan and proposed improvements, which have been used as a guide by the operating unit under FGV Bukit Sagu Complex to develop a management plan for addressing social impacts.</p> <p>Management plan has been established by each operating units and has been verified by the audit team. There is evidence that</p>	
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		<p>the management plan has been developed in participatory ways with the stakeholders. This has been verified during stakeholder consultation conducted with several stakeholder during the audit.</p> <p>No new planting in all estates within Bukit Sagu POM certification unit. Environmental impact assessment (EIA) for existing operations established as per Report on Environmental Aspect Impact of Estate Activities, Waste and Pollution documented in the following:</p> <ul style="list-style-type: none"> - Identification aspect and evaluation of impact; Form # FGV/FGVPM/IV/IMS/15/1.6; Rev. 1; Date: 19/4/2022 - Register of significant impact; Form # FGV/FGVPM/IV/IMS/15/1.7; Rev. 0; Date: 19/4/2022 <p>Latest review was conducted for existing operations sample of BS07E: Latest revision date: 01/01/2024; Sample Workstation: Chemical Mixing; Activity: Chemical Mixing; Aspect: Spillage.</p> <p>BSPOM established its EIA based on Procedure of Identification of Environmental Aspect, Evaluation of Impact and Determination of Control; Doc. # FGV/ML-1A/L2-Pr1; Rev. 0; Effective date: 1/6/2016 documented in the following:</p> <ul style="list-style-type: none"> - Identification of Environmental Aspects and Evaluation of Significance Form; Form # FPI/QOHSE-1.7; Rev. 0; Update: 15/12/2022 - Significant Environmental Aspects and Impacts Register; Form # FPI/L4/QOHSE-1.8; Rev. 0; Update: 15/12/2022 <p>Latest review was conducted by during Environmental Committee meeting chaired by Mill Manager for existing BSPOM operations sample of Workstation: Boiler; Activity: Increase steam pressure; Aspect: Black Smoke Emission; Latest revision date: 07/01/2024.</p>	
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3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>Reflecting to the indicator 3.4.1, FGV Bukit Sagu Complex has conducted a Social Impact Assessment (SIA) and assessment covers the whole Certification Unit covering the FGVPI Bukit Sagu POM, FGVPM Bukit Sagu 04, FGVPM Bukit Sagu 06, FGVPM Bukit Sagu 07 and FGVPM Bukit Sagu 08 whereby the latest assessment has been conducted on 11 to 13/06/2024 by Group Sustainability Division under Compliance and Certification Department. Among the methods used in the assessment were interviews with stakeholders, site observations and documentation reviews. The assessment had covered the affected stakeholders such as contractors, government authorities, local communities, and workers regardless gender, nationality, type of job and position. Issues raised by the stakeholders were incorporated into a management plan.</p> <p>For existing operations, the social impact management plans were developed and updated based on the assessment results from the SIA report, where the assessor recommended a mitigation plan and proposed improvements.</p> <p>A social management plan entitled Pelan Pengurusan (Management Plan) bagi Impak Sosial has been developed by each operating unit. It includes social impacts, desired outcomes, person-in-charge (PIC), the plan's timeline (short-term, long-term), evidence of actions taken, and the status of resolution.</p> <p>Example of the plan are as follows:</p> <ol style="list-style-type: none"> 1. Issue: Workers in the B & F dormitory complained about the lack of transportation to attend Friday prayers. Action: A transportation schedule to the mosque for Friday prayers was arranged for workers. 2. Issue: Some workers are not residing in factory housing due to insufficient housing units. 	Complied
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		<p>Action: The housing repair/construction plan was explained to the workers, and housing allowances were provided to the affected staff.</p> <p>3. Issue: Water supply disruptions in the estate are affecting the daily lives of workers.</p> <p>Action: The estate management contacted Perbadanan Air Pahang to lodge complaints about the water supply and arranged for water delivery during the disruption.</p> <p>4. Issue: Some foreign workers still have expired permits, delaying their return home.</p> <p>Action: The renewal of permits is currently being processed at the Malaysian Immigration Department (JIM). The estate is following up on the matter, and the process is still ongoing.</p> <p>5. Issue: Vendors lack a platform to communicate the weekly fluctuations in prices, especially for perishable goods like fish and vegetables.</p> <p>Action: Ensured that prices are displayed and updated weekly.</p> <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 	
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		Empty Containers, Fertilizer Storage /Application, Rat Baiting Grass Slashing, Diesel Reception Chemicals Storage & Triple Rinsing Grading of FFB etc.	
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>Management plan was review and updated regularly in a participatory way based on feedback and issues collected during stakeholder meeting and social impact assessment, OSH meeting, workers meeting, and complaint book. A social management plan entitled Pelan Pengurusan (Management Plan) bagi Impak Sosial has been developed by each operating unit. It includes social impacts, desired outcomes, person-in-charge (PIC), the plan's timeline (short-term, long-term), evidence of actions taken, and the status of resolution. As per verification, there is evidence that all issues that has been highlighted in the social impact assessment and management plan that has been established has been implemented based on document review. It has been further confirmed through interview with affected stakeholders.</p> <p>BSPOM management and monitoring plan mainly based on DOE License Compliance Schedule requirements as per records of monitoring as following:</p> <ul style="list-style-type: none"> - Environmental Compliance Audit Report (3rd Party Audit) for FGVPIB Bukit Sagu POM; DOE Audit Tracking # JAS.CHQ.600-3/1/2/42 Jilid 2(12); Audit date: 02/05/2024; Report date: 10/05/2024; Prepared by: Advensafe Sdn. Bhd. <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 	Complied

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		- 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>FGV has developed the Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3, dated 01/05/2020) for FGV Palm Industries Sdn Bhd mills. This procedure outlines the recruitment process for general workers in the mills. Additionally, a Performance Management Policy, Termination of Employment Policy (dated 04/12/2019), and Compensation Policy (dated 01/01/2020) were developed to detail processes for promotion, retirement, and termination of employment.</p> <p>A collective agreement between FGV Plantations (Malaysia) Sdn Bhd and the Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung, under reference number COG.No:298/2022, covers the period from 01/01/2022 to 31/12/2024 and was registered on 01/12/2022. This agreement outlines criteria for promotion, retirement, resignation, and termination.</p> <p>The FGV Labour Department has developed a list of policies and procedures under Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). One of the key procedures, Proses Sosialisasi & Temuduga Pekerja Asing Sektor Perladangan (Doc. No.: FGV/JTK/MAN/001-3, dated 24/03/2021), governs the recruitment of foreign workers. Furthermore, FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers, which are available on the company's website: https://www.fgvholdings.com/wp-content/uploads/2024/04/GPRREMW2024.pdf. This procedure sets guidelines and adopts principles from the Group Sustainability Policy, including non-discrimination, and respect for human and</p>	Complied

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		labor rights. It outlines the entire process from recruitment, hiring, and employment to post-employment.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	<p>Based on interview with sampled workers and documentation review, it was found that employment procedures as mentioned in indicator 3.5.1 were implemented and all records are adequately maintained. Induction process is mandatory to be carried out by operating unit to ensure company's rules and regulations were socialized and acknowledged by the workers.</p> <p>Induction briefing, fill out application form, medical checkup, interview session, briefing on salary, employment terms and conditions, as well as information about grievance channel were conducted as per required in the procedures established. This was confirmed during interview with sampled workers comprising both of foreign workers from different origin countries and local workers. During the audit, stakeholder consultation was conducted with several neighbouring operating unit and local community. It was noted that job vacancies, if any, would be advertised near the locations of the operating units.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Bukit Sagu 08</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. It was noted that the HIRARC for harvesting activities was last reviewed on 29/08/2024 following an incident involving a bee attack on a harvester. Chemical & Health Risk Assessment (CHRA) was found to be conducted on 14/09/2022, Ref. No. HQ/10/ASS/00/8 2022/0636 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 6 types of 	Non-compliance

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		<p>workers which includes pesticide applicator, fertilizer applicator, drivers, gardener, general workers and storekeeper.</p> <ul style="list-style-type: none"> • Latest Medical Surveillance conducted 28/12/2023, Ref with external party involving 29 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. 10 workers were found to have abnormal results but it was found to be as non-occupational caused. • The estate completed its Noise Risk Assessment (NRA) on 21/02/2022 by external party with DOSH Reg. No. HQ/11/PEB/00/118 for 3 works unit: Tractor Operation, Mist Blower and Genset Operator. Additionally, other NRA conducted was on 23/11/2023, conducted by an assessor with DOSH registration no. HQ/18/PEB/00/00022 for grass cutter and Power Barrow Operator. Result of the assessment found that works unit of tractor driver and Mist blower operator were exposed to high noise and required to conduct audiometric test accordingly. • Latest audiometric test was conducted 08/06/2024 – 06/07/2024 which involved 13 workers who works as Tractor Driver for Grass Cutting. All of them has normal result and continue with annual audiometric test. 10 of the workers were required to conduct further medical examination which has been conducted on 03/08/2024. However, the report is not yet available. <p><u>FGVPISB Bukit Sagu 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 	
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		<p>01/11/2021. It was noted that the HIRARC for all stations was last reviewed on 16/05/2024 on annual basis.</p> <ul style="list-style-type: none">• Chemical & Health Risk Assessment (CHRA) was found to be conducted on 30/05/2023, Ref. No. HQ/10/ASS/00/8 2023/041 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 7 stations which includes Mechanical Technician, Operator, Grader, Driver, Foreman, Laboratory Analyst, and Fireman.• Latest Medical Surveillance conducted 22-26/04/2024, Ref with external party involving 37 workers stationed at workshop, laboratory, boiler operator and mechanical operator and management. Report of the medical surveillance was available for review and no further medical concerns was noted.• The estate completed its Noise Risk Assessment (NRA) on 25/07/2020 by external party with DOSH Reg. No. HQ/18/PEB/00/00021 for 3 works unit: Loading Ramp, Sterilizer, Pressing and Threshing, Oil Room, Kernel Plant and Boiler and Engine Turbine. Additional NRA later conducted was on 30/05/2023, Report Ref. No. AH/23/06/42 conducted by an assessor with DOSH registration no. HQ/18/PEB/00/00022 for Shovel and Blower. Result of both assessments found that workers at Ramp & Sterilizer, Pressing & Threshing, Oil Room, Kernel & Nut Plant and Boiler & Engine Room and blower, were exposed to high noise and required to conduct audiometric test accordingly.• Latest audiometric test was conducted 22-26/04/2024 which involved 42 workers who stationed at high noise are which identified during Noise Risk Assessment. 13 workers required to conduct medical examination and another 6	
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		<p>workers need to retest audiometry due to have standard threshold shift results. Retest of the audiometry conducted on 05/07/2024 & 08/07/2024. As per result, 2 of them classified as Permanent Standard Threshold Shift. While for medical examination, it was conducted on 26/04/2024 and concluded as no further medical concern while mandatory to attend annual audiometric test.</p> <p>During a site visit to the Boiler Station, it was observed that three workers were wearing personal hearing protection (PHP) but lacked breathing protection. According to the HIRARC dated 16/05/2024, flying fibre dust at the boiler station was identified as a hazard, and workers are required to wear N95 masks as a control measure. Furthermore, the PPE issuance record shows that all workers at the boiler station were recently provided with N95 masks in September.</p> <p>A Noise Risk Assessment (NRA) was conducted on 30/05/2023, Report Ref. No. AH/23/06/42, by an assessor with DOSH registration no. HQ/18/PEB/00/00022 for the Shovel and Blower. Further investigation revealed that the shovel assessed during the NRA was the one used at the loading ramp, which is new and equipped with a cabin to protect the driver from high noise levels. However, during the site observation at the boiler station, another shovel without a cabin was found in operation, and this shovel was not included in the assessment.</p> <p>Hence, non-conformance is raised.</p> <p><u>FGVPM Bukit Sagu 06</u></p>	
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		<ul style="list-style-type: none">• HIRARC was last reviewed on 02/01/2024 for all operation activities on yearly basis. There are 44 operation activities has been assessed in terms of risks, hazards and control measures.• Chemical & Health Risk Assessment (CHRA) has been conducted on 10/11/2023, Ref. No. HQ/10/ASS/00/8 2023/097 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 13 work units which includes chemical spraying, manuring, nursery operator, grass cutter, drivers and store clerk.• Latest Medical Surveillance conducted 08-09/09/2023, Ref DOSH Reg. No. HQ/08/DOC/00/7 involving 23 workers which involves in spraying, and chemical premixing, Report of the medical surveillance was available for review and no further medical concerns was noted. For 2024, medical surveillance is yet to be conducted but appointment slot has finalized on 25/09/2024 for 32 workers.• Estate completed its Initial Noise Risk Assessment Report with DOSH Reg. No. HQ/11/PEB/00/118 which covering 5 operation activities such as tractor drivers, mini tractor driver cutter, mist blower operator and nursery operator. The assessment concluded that tractor driver, mini tractor driver and mist blower operator were exposed above noise limit and required to conduct audiometric test accordingly. On the other hand, additional Noise Risk Assessment (NRA), Ref. No. HQ/18/PEB/00/00022-2023/045 later was conducted on 21/11/2023, by an assessor with DOSH registration no. HQ/18/PEB/00/00022 exclusively for work units at nursery operator and power barrow operator. Result of the assessment found that both activities were	
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		<p>below noise exposure limit and no further action required. Thus, Personal Hearing Protector with sufficient Noise Reduction Rating (NRR) shall be provided in addition to annual Hearing 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. 15 workers among drivers, grass cutter, and mist blower were involved, and 5 workers were required to conduct further medical examination due to hearing impairment. Medical examination later conducted on 06/07/2024 and the Occupation Health Doctor concluded that all cases are Non-Occupational Noise Related Hearing Disorder (ONRHD). <p><u>FGVPM Bukit Sagu 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. It was noted that the HIRARC for harvesting activities was last reviewed on 30/05/2024 following an incident during pruning activity.• Chemical & Health Risk Assessment (CHRA) was found to be conducted on 06/01/2024, Ref. No. HQ/10/ASS/00/8 2024/028 by assessor with DOSH Registration No. HQ/10/ASS/00/8. The assessment covered 6 types of workers which includes pesticide applicator, fertilizer applicator, drivers, grass cutter, and storekeeper.• Latest Medical Surveillance conducted 28/12/2023, Ref with external party involving 50 workers involving mandores, drivers, fertilizer applicator and chemical applicator. Report of the medical surveillance was	
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		<p>available for review and no further medical concerns was noted.</p> <ul style="list-style-type: none">• Estate completed its Initial Noise Risk Assessment Report with DOSH Reg. No. HQ/11/PEB/00/118 which covering 5 operation activities such as tractor drivers, mini tractor driver, grass cutter, mist blower operator and toughfar operator. The assessment concluded that all involved workers were exposed above noise limit and required to conduct audiometric test accordingly. On the other hand, additional Noise Risk Assessment (NRA), Ref. No. HQ/18/PEB/00/00022-2023/055 later was conducted on 20/12/2023, by an assessor with DOSH registration no. HQ/18/PEB/00/00022 exclusively for work units at grass cutting operator and power barrow operator. Result of the assessment found that both activities were below noise exposure limit and no further action required. Thus, Personal Hearing Protector with sufficient Noise Reduction Rating (NRR) shall be provided in addition to annual Hearing Conservation Training.• Latest audiometric test was conducted 08-09/06/2024 which involved 19 workers who works as Tractor Driver for Grass Cutting, Mist blower. 6 of them has normal result and continue and with annual audiometric test. While 10 of the workers were required to conduct further medical examination which has been conducted on 07/08/2024. However, the report is not yet available. <p><u>FGVPM Bukit Sagu 04</u></p> <ul style="list-style-type: none">• HIRARC was last reviewed on 25/08/2024 specifically for motorcycle handling due to accident on 24/08/2024. While	
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		<p>other operation activities were updated on yearly basis. There are 44 operation activities has been assessed in terms of risks, hazards and control measures.</p> <ul style="list-style-type: none">• Chemical & Health Risk Assessment (CHRA) has been conducted on 19/09/2023, Ref. No. HQ/10/ASS/00/00052-2023/27 by assessor with DOSH Registration No. HQ/10/ASS/00052 The assessment covered 8 work units which includes chemical Premix Applicator, Chemical Sprayer Operator, Fertilizer Applicator, Spreader Fertilizer Applicator, Workshop Operator, Pump Diesel Driver, Storekeeper and Scheduled Waste Operator and General Workers.• Latest Medical Surveillance conducted 24/07/2024, Ref DOSH Reg. No. HQ/24/DOC/00/01353 involving 45 workers which involves in spraying, manurers, and chemical premixing, chemical handler, workshop operator, and tractor driver. 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 DOSH Reg. No. HQ/08/PEB/00/87 on 22/02/2022 which covering 5 operation activities such as tractor drivers, mini tractor driver, cutter, mist blower operator and nursery operator. The assessment concluded that, mini tractor driver, roller driver, grader operator, grass cutter and mist blower operator were exposed above noise limit and required to conduct audiometric test accordingly. On the other hand, additional Noise Risk Assessment (NRA), Ref. No. HQ/18/PEB/00/00022-2023/046 later was conducted on 23/11/2023, by an assessor with DOSH registration no. HQ/18/PEB/00/00022 exclusively for work	
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		<p>units of power barrow operator. Result of the assessment found that both activities were below noise exposure limit and no further action required. Thus, Personal Hearing Protector with sufficient Noise Reduction Rating (NRR) shall be provided in addition to annual Hearing 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. 21 workers among mini tractor driver, roller driver, grader operator, grass cutter and mist blower operator were involved, and 3 workers were required to conduct further medical examination due to hearing impairment. Medical examination later conducted on 06/07/2024 and the Occupation Health Doctor concluded that all cases are Non-Occupational Noise Related Hearing Disorder (ONRHD). 	
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. 	Complied

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		<ul style="list-style-type: none"> 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; JKPP 6, JKPP 7 and JKPP 8 	
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 FGVPISB Bukit Sagu POM and FGVPMSB Bukit Sagu 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 Bukit Sagu 08</u></p> <ul style="list-style-type: none"> First Aid Training, date 12/08/2024 Fire Drill and Usage of Fire Extinguisher, dated 12/08/2024 Safe Work Procedure for Vehicle Operation, dated 23/07/2024 "Protect Our Hands" Campaign, dated 15/07/2024 	Complied

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		<ul style="list-style-type: none"> • Safe Work Procedure for Weeding Activities, dated 29/06/2024 • Safe Work Procedure for Manuring Activities, dated 29/06/2024 • Medical Surveillance Result Briefing, dated 22/06/2024 • Sexual Harassment Awareness Briefing, dated 24/06/2024 • Buffer Zone Management Awareness, dated 13/05/2024 • Briefing on Beneficial Plants Implementation, dated 09/05/2024 • Whistleblowing Awareness Briefing, dated 08/05/2024 • Chemical Management Briefing, dated 06/05/2024 • PPE Enforcement Procedure, dated 06/05/2024 • Waste Management Procedure Briefing, dated 30/04/2024 <p><u>FGVPISB Bukit Sagu POM</u></p> <ul style="list-style-type: none"> • Awareness Briefing on RSPO and MSPO for contractors, dated 05/01/2024 • Fire drill Training, dated 19/02/2024 • Safety Awareness on Safety Harness Enforcement, date 07/02/2024 • Health & Safety Awareness Campaign, dated 05/02/2024 • Hearing Conservation Program, dated 24/05/2024 • Spillage Drill Training, dated 08/05/2024 • Awareness for PPE usage training, date 09/08/2024 • Supply Chain Training, dated 19/08/2024 • First Aid Training, dated 25/08/2024 	
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		<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> • Scheduled Waste Awareness Training, dated 05/09/2024 • Refreshing Policies 5.0 Briefing date 04/09/2024 • ILO Training for all workers, dated 03/09/2024 • Awareness Training for Weeding Workers, dated 17/08/2024 • First Aid Training, dated 17/08/2024 • Buffer Zone and Conservation Area Management, dated 18/08/2024 • Safe Working Procedure for Manuring Activity, dated 17/08/2024 • Training for Harvesting, and Frond Stacking, dated 17/08/2024 • Hearing Conservation Program, dated 07/08/2024 • Fire Drill Training and Fire Extinguisher Awareness, dated 17/08/2024 • Chemical Handling Training, dated 20/02/2024 <p><u>FGVPM Bukit Sagu 07</u></p> <ul style="list-style-type: none"> • Chemical Handling and Chemical Mixing Training, dated 10/06/2024 • Safe Working Procedure for Manuring Activity, dated 20/08/2024 • PPE Awareness Training, dated 28/03/2024 • Safe Work Procedure Training for Basal Pruning Activity, dated 20/8/2024 • Safe Work Procedure Training for Slashing Activity, dated 05/08/2024 	
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		<ul style="list-style-type: none"> • Safe Work Procedure Training for Harvesting Activity, dated 26/08/2024 • Training on Fire Extinguisher Use for Drivers, dated 08/09/2024 • Whistle Blowing Policy Awareness Training, dated 29/08/2024 • Complaint Channel Awareness Training, dated 30/05/2024 • Monthly Motorcycle Inspection, dated 22/06/2024 • HCV and RTE Awareness Training, dated 31/07/2024 • Black Bunch Count (BBC) Census Awareness Training, dated 07/03/2024 • First Aid Awareness Training, dated 20/08/2024 • Scheduled Waste Management Training, dated 08/09/2024 • Prohibition of Open Burning Awareness Training, dated 11/09/2024 <p><u>FGVPM Bukit Sagu 04</u></p> <ul style="list-style-type: none"> • Safety Data Sheet (SDS) Briefing Session, dated 03/09/2024 • HIRARC Review session with employees, dated 03/09/2024 • Medical Surveillance Result Briefing to Workers Involved, dated 29/08/2024 • Chemical Handling Training, dated 29/08/2024 • Fire Drill and Fire Extinguisher Training, dated 27/08/2024 • HCV, RTE and Wildlife Act Awareness Training, dated 31/07/2024 • Safe Work Procedure and Emergency at Workshop Training, dated 26/06/2024 	
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		<ul style="list-style-type: none"> Prohibition of Open Burning, Workers Housing Area Compliance and Recycle Campaign dated 20/06/2024 Safe Work Procedure on Manuring, dated 11/06/2024 Safe Work Procedure on Harvesting, dated 11/06/2024 Awareness Briefing on 11 Indicator of ILO, dated 24/04/2024 Integrated Pest Management (IPM) Awareness Training, dated 17/04/2024 	
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>	Training conducted from time to time to all personnel critical in SCCS effective implementation. Latest training was conducted to Weighbridge personnel, as per Training record dated 19/08/2024.	Complied
Criterion 3.8: Supply chain requirement for mills (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)			
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	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking</p>	FGVPISB Bukit Sagu POM processes both RSPO certified and non-certified FFB, and therefore utilizes the Mass Balance Module for its supply chain management. Currently, FGVPB Bukit Sagu 04 Estate, FGVPB Bukit Sagu 06 Estate, FGVPB Bukit Sagu 07 Estate,	Complied

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	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.	and FGVPB Bukit Sagu 8 Estate supply RSPO certified FFB to FGVPISB Bukit Sagu POM, accounting for approximately 45% of its total FFB intake.	
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 utilisation of RSPO Palmtrace. Verification of the RSPO Palmtrace showed that the mill has met all the registration and reporting requirements. Sighted registration of their mill in the PalmTrace: <ul style="list-style-type: none"> – License ID: CB158387 – Members Name: FGVPISB Kilang Sawit Bukit Sagu – Members ID: RSPO_PO1000001233 – RSPO Membership Number: 1-0225-16-000-00 – Type Of Business: Oil Mill 	Complied
3.8.5	Documented procedures 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: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.	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.	Complied

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	<ul style="list-style-type: none"> b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Training records for the supply chain have been verified, with training completed on 19/08/2024. The appointment letter, signed with document number (01) RSPO/SCC dated 23/08/2023, designates the assistant manager, weighbridge clerk, operational supervisor, and area quality supervisor.</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> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. 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>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 21/08/2024 during which one Critical Non-Conformity was identified. The non-conformity was raised under clause 3.8.16 regarding discrepancies of transactions figure in the Daily Figure Report with RSPO Palm Trace System. The issue has since been resolved, with the correction and corrective actions verified.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. 	<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 number, and number of bunches. Upon arrival at the mill, the mill</p>	Complied

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	<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>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 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-Pandamaran, Lot PT 596, Jalan Raja Lumu, Kawasan Perindustrian, Selangor Darul Ehsan The name and address of the seller: Kilang Sawit Bukit Sagu, Peti Surat 69, 25700, Kuantan, Pahang The loading or shipment / delivery date: 05/08/2024 The date on which the documents were issued: 05/08/2024 RSPO certificate number: RSPO 666409 	Complied

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	<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: 44,730 kg • Any related transport documentation: Weighbridge Ticket – L00000137 • A unique identification number: DO - 7400041899 	
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 Bukit Sagu 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: 14/08/2024; PalmTrace Announcement Date: 04/09/2024</p> <p>CSPK - MB; Despatch Date: 30/09/2024; PalmTrace Announcement Date: 03/10/2024.</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	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: <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	RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following: <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>	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.	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. 	BSPOM 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	BSPOM 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. 	BSPOM is not under distributor or wholesaler category. Hence, this requirement is not applicable.	Not Applicable
5.3 On pack claims			

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5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	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 B – MASS BALANCE SPECIFIC RULES			
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. 	BSPOM 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>	Observed during the audit that FGV has established Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024) which includes a strengthened section on human rights which refers to the international labour standards. The principle of respecting human rights is applied throughout FGV Bukit Sagu Complex, in line with FGV's commitment to human rights, as outlined in the Group Sustainability Policy (GSP). Under section 5.2 of Group Sustainability Policy stated the commitment of FGV to respecting human right by upholding international human rights principles and standards as encapsulated in the Universal	Complied

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		<p>Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. FGV Group is guided by frameworks such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Women's Empowerment Principles (WEPs). This commitment extends to equality and non-discrimination, upholding labour standards (e.g., no use of forced, recruitment of employees in line with international and industry good practice, respects employees right to freedom of movement, etc.), respecting rights of indigenous people and local communities, health and safety and preventing harassment and abuse.</p> <p>Further verification indicates that the GSP training/briefing has been conducted on yearly basis for new and existing workers as evident in the training record and annual training plan at all operating unit. For contractor and their workers, Group Sustainability Policy (GSP) has been communicated during induction session with the contractor and workers of contractor as evident in the training record. In addition to this, FGV has established Supplier Code of Conduct (SCOC) which under section 3 where mentioned the commitment of the contractor to the human rights. FGV has imposed the implementation of the COBC to all its contractors and vendors by signing the SCOC document prior to commence the work. Copies of the signed SCOC were kept by all the operating units and made available for verification.</p> <p>While for other stakeholders, communication of the Group Sustainability Policy (GSP) was conducted during stakeholder meeting on 05/09/2023 at Dewan Auditorium ALAF, Kuantan and attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities. The meeting was conducted by combining all</p>	
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		<p>stakeholders in the FGV Bukit Sagu Complex which consists of FGVPI Bukit Sagu POM, FGVPM Bukit Sagu 04, FGVPM Bukit Sagu 06, FGVPM Bukit Sagu 07 and FGVPM Bukit Sagu 08.</p> <p>Feedback received from stakeholders' consultation conducted during the audit with sampled workers and several external stakeholders found, there is no issue raised related to the human right at each operating unit. During the interview with some of the workers (both local and migrant), they mentioned that they were aware of such policy and commitments by company even though they are not able to remember it word by word but is reflected in their working environment.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>As reflect earlier in indicator 4.1.1, FGV Bukit Sagu Complex prohibits any form of harassment by established the Group Sustainability Policy (GSP) and communicated the GSP to the internal and external stakeholder.</p> <p>No evidence found during the audit that the certification unit has instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>Based on the interview with the sampled workers, all operating unit is against any form of violence and prohibit such act from taking place in the certification unit. Any occurrence of violence and harassment from any level of employees including management will be reported and will not be tolerated.</p> <p>Furthermore, the workers interviewed confirmed that no occurrence of harassment or violence has occurred that has come to their knowledge. No harsh or insulting words are in used for giving orders to do the operation tasks, have been reported by workers. Most of the workers gave feedback that they are comfortable working at FGV Bukit Sagu Complex.</p>	Complied

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Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for complaint and grievance is stated in the Standard Operating Procedure (SOP) entitled Group Grievance Management SOP (SOP Number: FGV/GGD/SOP/20; Version: 0.0; Effective Date: 03/01/2024). The purpose of this SOP is to set out the procedures for handling grievances. This SOP applies for management of grievances received through FGV designated channels, which may be submitted by any internal or external stakeholder concerning FGV Group, its employees (including operational labour), contractors, consultants, suppliers, vendors and any other third parties associated with FGV. It was observed that for the complaints against the top management of the estate/mill or complaint from internal and external parties, such process shall be covered within the Whistleblowing Policy (Ref No.: FGV/GGD/POL/001; Revision: 8.0) dated 17/11/2020. Also observed that the procedure outlines the means for handling the complaints and the means to protect the complainant upon complaining against the certain entity of the management. System for addressing the grievances raised by the workers are through complaint box, grievance/complaint book, and worker’s representative and whistle-blower hotline via phone number (1-800-888-717). Alternatively, there are other hotline number for workers under FGV to lodge a complaint via mobile number (019-692 9668), email (grievance.m@fgvholdings.com) and FGV apps. All the hotline phone number are displayed at the workers housing as verified during the site visit. Interview with sampled workers has confirmed that the workers know the purpose of the hotline phone number and found that FGV apps was installed for each individual worker’s mobile phone.</p> <p>For grievance procedure, all cases shall be ranked according to the following:</p>	Complied

		Ranking	Criteria	First Response Timeline	
		Extremely High	Matters relating to imminent risk of safety, physically or emotionally to the extent of suicidality (including violence and/or exploitation, threats and intimidation, child labour and/or safety or wellbeing of any child, involve the actual or threatened commission of criminal offence and is or is likely to be high profile or attract media attention) requiring immediate and formal intervention.	Immediate 24 hours. This may include immediate intervention as the situation requires.	
		High	Matters relating to risk of safety, physically or emotionally requiring immediate and formal intervention.	Up to 3 working days.	
		Medium	Matters relating to well-being of the worker, such as wages discrepancies, and health issues. Employee relations, restriction of freedom	Up to 10 working days.	

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			association, complaints on unfair compensation and benefits, issues on rest day and working hours, discrimination, unfair termination and repatriation.		
		Low	General enquiries for information which does not constitute a complain pertaining to well-being of the workers	Up to 15 working days.	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The procedure as mentioned in the indicator 4.2.1 has been briefed and trained to staff and the workers. The same procedure has been briefed to the newly employed workers during induction course. Evidence of the training and briefing conducted are made available for verification during the audit. In addition, the procedure is communicated to workers during morning briefings or roll calls before the start of work.</p> <p>Furthermore, the level of the understanding for the workers on the policy and procedure relating to protection of whistle-blowers and complainant is sufficient whereby the workers are able to properly demonstrate the procedure as verified during interview with sampled workers consists of Malaysian, Indonesian, Bangladeshi and Indian workers. For illiterate workers, representatives from Indonesia, Bangladesh, India, and Malaysia help explain the procedures. This was confirmed during interviews, where workers stated that their representatives assist them with any issues they face. They mentioned that they were aware of the grievance procedure established by company even though they are not able</p>			Complied

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		<p>to remember it word by word, but the management always remind about it during morning muster and other training or meeting.</p> <p>While for stakeholders, communication of the complaint and grievance mechanism was conducted during stakeholder meeting on 05/09/2023 at Dewan Auditorium ALAF, Kuantan and attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities. The meeting was conducted by combining all stakeholders in the FGV Bukit Sagu Complex which consists of FGVPI Bukit Sagu POM, FGVPM Bukit Sagu 04, FGVPM Bukit Sagu 06, FGVPM Bukit Sagu 07 and FGVPM Bukit Sagu 08. It was found that they can demonstrates their understanding on the complaint mechanism in the procedure as verified during stakeholder consultation.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All progress, timeframe and outcome of complaint and grievance were informed to the complainant as verified in the complaint book. Record of complaint have been maintained since 2019 for each operating unit. Resolution of complaint has been resolved immediately after the complaint received. Acknowledgement from complainant in the complaint book and form indicates that the complaint has been satisfactorily resolved. This has been verified during interview session with sampled workers under FGV Bukit Sagu Complex. Observed that major complaint is on damage at workers housing.</p>	Complied
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>Reflecting to finding in indicators above, the management unit did recognize rights for the complainants to access independent legal and technical advice. Based on the interview with the workers, there are aware they may independent legal and technical advice from third party mediator such as embassy, labour department and other government agencies. For example, during the interviews, migrant workers mentioned that they also have the option to report their</p>	Complied

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		issues to their respective embassies if the problems cannot be resolved by FGV. It was stated in section 7.7 of the Group Grievance Management SOP (SOP Number: FGV/GGD/SOP/20; Version: 0.0; Effective Date: 03/01/2024), where handling of a grievance internally within FGV Group involves any threat to the right based approach and if within the knowledge of Grievance Management Department (GMD) there are alternative judicial or non-judicial mechanisms available for the grievant to resolve their grievance effectively. GMD may in good faith advise the grievant of such mechanism so that the grievant can make a fully informed decision about which mechanism they wish to use to pursue their grievance.	
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	<p>All operating unit in FGV Bukit Sagu POM & Supply bases has committed to contribute to local development in consultation with the local communities. Verification made during the audit showed that contribution to local communities' development is conducted on a case by case and that this is done following the stakeholder meeting of which the matters of the needs is brought up by the stakeholders. Following to such request, further clarification and details of the request is sought and subject to management approval. For any request that has been approved, the stakeholders are then be informed and that the contribution is executed accordingly.</p> <p>Based on records and stakeholder consultation conducted during the audit, the audit team has verified the contribution to community development made by operating unit under FGV Bukit Sagu Complex. For example, as below:</p> <ul style="list-style-type: none"> Contribution of black soil from FGVPI Bukit Sagu POM to the Head of Block 4, Felda Bukit Sagu 2, on 21/01/2024. 	Complied

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		<ul style="list-style-type: none"> Assistance in providing a backhoe for drainage cleaning at Sekolah Kebangsaan Bukit Sagu 2 by FGVPM Bukit Sagu 08 in August 2024. Permission granted for the use of the estate road at FGVPM Bukit Sagu 06 for the Ministry of Energy Transition and Public Utility on 19/01/2024. Permission granted for the use of the estate hall for Sekolah KAFA Al-Hassanah activities at FGVPM Bukit Sagu 04 on 15/05/2024. Provision of tents, chairs, and tables for Tadika Kemas Bukit Sagu 04 on 16/04/2024. 	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>It was found that oil palm activities by the mill and estates under FGV Bukit Sagu Complex do not diminish the land use rights of other users. There is no evidence found through open-source platform (e.g.: website, news, report, etc.) that land conflict was arise.</p> <p>Evidence of legal ownership, history of land tenure and the actual legal use of the land has been verified during the audit as follow:</p> <p><u>FGVPI Bukit Sagu POM</u></p> <p>The mill holds valid land title as below:</p> <ul style="list-style-type: none"> Land title no.: H.S.(D): 17995 District: Kuantan Mukim: Mukim Ulu Kuantan Lot No.: PT 1129 Land Use: Industrial Lease Period: 66 years until 28/06/2064. 	Complied

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		<ul style="list-style-type: none"> • Restriction: for palm oil mill • Area: 78,140 m² • Ownership: Felda Palm Industries Sdn Bhd <p>For the estates under the FGV Bukit Sagu Complex, an initial agreement was made between Federal Land Development Authority (FELDA) and the Pahang State Authority on 29/04/1975. The state authority granted permission to FELDA, the development authority, to develop the area known as the Bukit Sagu scheme and cultivate oil palm. Subsequently, the Federal Land Development Authority (FELDA) leased the land to Felda Global Ventures Holdings Sdn Bhd (FGVH), as outlined in the Agreement to Lease dated 01/11/2011. The lease period is for 99 years, starting from 01/01/2012, as stated in section 2.5 of the agreement. The restriction stated in the land titles is specifically designated for oil palm cultivation. The land titles verified are as below:</p> <p><u>FGVPM Bukit Sagu 08</u></p> <p>The estate holds a total of 23 land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> • Land title # HS(D) 18199; Lot # PT 56578; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 1.41 ha. • Land title # HS(D) 18197; Lot # PT 56576; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 196.61 ha. • Land title # HS(D) 18193; Lot # PT 56572; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 313.87 ha. • Land title # HS(D) 18201; Lot # PT 56580; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 31.01 ha. 	
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		<ul style="list-style-type: none"> Land title # HS(D) 18200; Lot # PT 56579; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 32.84 ha. <p><u>FGVPM Bukit Sagu 04</u></p> <p>The estate holds a total of 15 land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title #17980; Lot # PT 1105; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 264.95 ha Land title #17981; Lot # PT 1106; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 345.04 ha Land title #17982; Lot # PT 1107; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 46.04 ha Land title #17979; Lot # PT 1104; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 457 ha Land title #17978; Lot # PT 1103; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 180.01 ha <p><u>FGVPM Bukit Sagu 07</u></p> <p>The estate holds land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title # HS(D) 17973; Lot # PT 1116; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 239.94 ha. Land title # HS(D) 17974; Lot # PT 1117; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 82.99 ha. Land title # HS(D) 17975; Lot # PT 1118; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 161.12 ha. Land title # HS(D) 17976; Lot # PT 1119; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 1,162.46 ha. 	
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		<ul style="list-style-type: none"> Land title # HS(D) 17972; Lot # PT 1115; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 552.28 ha. <p><u>FGVPM Bukit Sagu 06</u></p> <p>The estate holds land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title # 16559; Lot # 1324; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 402.9 ha. Land title # 18557; Lot # 1321; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 257.60 ha. Land title # 16558; Lot # 1323; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 735 ha. 	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	<p>As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	Complied

	- Minor compliance -	Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.	
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd. Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd. Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping	As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of	Complied

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	<p>involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	
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>As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied
4.4.5	<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>As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied

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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>As reflected earlier in indicator 4.4.1, all operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied
<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>It was found that oil palm activities by the mill and estates under FGV Bukit Sagu Complex do not diminish the land use rights of other users. There is no evidence found through open-source platform (e.g.: website, news, report, etc.) that land conflict was arise.</p> <p>Evidence of legal ownership, history of land tenure and the actual legal use of the land has been verified during the audit as follow:</p> <p><u>FGVPI Bukit Sagu POM</u></p> <p>The mill holds valid land title as below:</p> <ul style="list-style-type: none"> • Land title no.: H.S.(D): 17995 • District: Kuantan • Mukim: Mukim Ulu Kuantan • Lot No.: PT 1129 • Land Use: Industrial 	Complied

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		<ul style="list-style-type: none"> • Lease Period: 66 years until 28/06/2064. • Restriction: for palm oil mill • Area: 78,140 m² • Ownership: Felda Palm Industries Sdn Bhd <p>For the estates under the FGV Bukit Sagu Complex, an initial agreement was made between Federal Land Development Authority (FELDA) and the Pahang State Authority on 29/04/1975. The state authority granted permission to FELDA, the development authority, to develop the area known as the Bukit Sagu scheme and cultivate oil palm. Subsequently, the Federal Land Development Authority (FELDA) leased the land to Felda Global Ventures Holdings Sdn Bhd (FGVH), as outlined in the Agreement to Lease dated 01/11/2011. The lease period is for 99 years, starting from 01/01/2012, as stated in section 2.5 of the agreement. The restriction stated in the land titles is specifically designated for oil palm cultivation. The land titles verified are as below:</p> <p><u>FGVPM Bukit Sagu 08</u></p> <p>The estate holds a total of 23 land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> • Land title # HS(D) 18199; Lot # PT 56578; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 1.41 ha. • Land title # HS(D) 18197; Lot # PT 56576; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 196.61 ha. • Land title # HS(D) 18193; Lot # PT 56572; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 313.87 ha. • Land title # HS(D) 18201; Lot # PT 56580; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 31.01 ha. 	
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		<ul style="list-style-type: none"> Land title # HS(D) 18200; Lot # PT 56579; District: Kuantan; Subdistrict: Mukim Kuala Kuantan; Area: 32.84 ha. <p><u>FGVPM Bukit Sagu 04</u></p> <p>The estate holds a total of 15 land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title #17980; Lot # PT 1105; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 264.95 ha Land title #17981; Lot # PT 1106; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 345.04 ha Land title #17982; Lot # PT 1107; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 46.04 ha Land title #17979; Lot # PT 1104; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 457 ha Land title #17978; Lot # PT 1103; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 180.01 ha <p><u>FGVPM Bukit Sagu 07</u></p> <p>The estate holds land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title # HS(D) 17973; Lot # PT 1116; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 239.94 ha. Land title # HS(D) 17974; Lot # PT 1117; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 82.99 ha. Land title # HS(D) 17975; Lot # PT 1118; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 161.12 ha. Land title # HS(D) 17976; Lot # PT 1119; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 1,162.46 ha. 	
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		<ul style="list-style-type: none"> Land title # HS(D) 17972; Lot # PT 1115; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 552.28 ha. <p><u>FGVPM Bukit Sagu 06</u></p> <p>The estate holds land titles as per samples sighted as following:</p> <ul style="list-style-type: none"> Land title # 16559; Lot # 1324; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 402.9 ha. Land title # 18557; Lot # 1321; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 257.60 ha. <p>Land title # 16558; Lot # 1323; District: Kuantan; Subdistrict: Mukim Ulu Kuantan; Area: 735 ha.</p> <p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</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</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is</p>	Complied

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	with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.	
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.	Complied

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4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	Complied
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah,' (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016). The purpose of procedure are as follow:</p> <ul style="list-style-type: none"> • To determine issue from local communities or indigenous people related to customary rights • Provide compensation plan to the claimant • Monitoring and marking boundary stone <p>As mentioned in the procedure, compensation will be paid according to market land price.</p> <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Bukit Sagu Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented,</p>	<p>FGV has established procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah,' (Doc No.: ML-1A/L2-Pr10(0);</p>	Complied

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	<p>monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Revision No.: 0, dated 01/06/2016). The purpose of procedure are as follow:</p> <ul style="list-style-type: none"> To determine issue from local communities or indigenous people related to customary rights Provide compensation plan to the claimant Monitoring and marking boundary stone <p>As mentioned in the procedure, compensation will be paid according to market land price.</p> <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Bukit Sagu Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>There are scheme smallholders supplying FFB to FGVPISB Bukit Sagu POM, managed by FELDA. However, this indicator does not apply to the FGV Bukit Sagu certification units.</p>	Not Applicable
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>No new planting and acquisition on the new land is planned and occurred in the estate and mill under FGV Bukit Sagu Complex. This has been verified through field visit and interview with stakeholders consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	Complied
<p>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.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p>	<p>Procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah,' (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated</p>	Complied

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	- Critical (Major) compliance -	<p>01/06/2016) has been established by FGV. The purpose of the procedure are as follow:</p> <ul style="list-style-type: none"> To determine issue from local communities or indigenous people related to customary rights Provide compensation plan to the claimant Monitoring and marking boundary stone <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Bukit Sagu Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure entitled 'Pengenalpastian dan Penyelesaian Pertikaian Tanah,' (Doc No.: ML-1A/L2-Pr10(0); Revision No.: 0, dated 01/06/2016) has been established by FGV. The purpose of the procedure is as follow:</p> <ul style="list-style-type: none"> To determine issue from local communities or indigenous people related to customary rights Provide compensation plan to the claimant Monitoring and marking boundary stone <p>There is no new planting and acquisition on the new land planned or currently in progress, made by operating units under FGV Bukit Sagu Complex for the coming future project. This has been verified through field visit and interview with stakeholders which consists of local communities and neighbouring estates. The land is belonged to FELDA and leased by FELDA to FGV Holdings and Felda Palm Industries Sdn Bhd.</p>	Complied

4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There is no customary right land for all operating unit under FGV Bukit Sagu Complex. All operating units has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd.</p> <p>Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.</p>	Complied
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	<p>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.</p> <p>- Minor compliance -</p>	<p>There is no customary right land for all operating unit under FGV Bukit Sagu Complex. All operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd. The is an evidence an agreement to lease dated 1/11/2011 between FELDA and FGV Holdings Berhad. While for FGVPI Bukit Sagu POM, the mill holds valid land title with 66 years until 28/06/2064.</p>	Complied
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>There is no customary right land for all operating unit under FGV Bukit Sagu Complex. All operating unit under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd. The is an evidence an agreement to</p>	Complied

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	- Critical (Major) compliance -	lease dated 1/11/2011 between FELDA and FGV Holdings Berhad. While for FGVPI Bukit Sagu POM, the mill holds valid land title with 66 years until 28/06/2064.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There is no evidence of acquisition land for all estates under FGV Bukit Sagu Complex. It has been confirmed through interview with local communities, neighbouring estates and documentations review.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	No land dispute as the land is belongs to FELDA and FELDA lease the land to FGV Holdings and Felda Palm Industries Sdn Bhd. All operating units under FGV Bukit Sagu Complex has documents indicates the legal ownership and lease land which clearly indicates that the approved usage of the land is for oil palm plantation activities. The is an evidence an agreement to lease dated 1/11/2011 between FELDA and FGV Holdings Berhad While for FGVPI Bukit Sagu POM, the mill started hold valid land title with 66 years until 28/06/2064. Further verification during interview with stakeholders which consists of FELDA settler, local communities and neighbouring estates confirms that there are no land dispute issues. It also has been verified on documentation review by review the complaint and grievance logbook.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current FFB price has been publicly displayed at the weighbridge counter of BSPOM. The pricing of FFB is based on MPOB pricing and list of the previous pricing was accessible by smallholders upon	Complied

		request. FGV Trading derived the relevant zoning FFB price from MPOB and uploaded to the database for mill to review on daily basis.	
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 BSPOM 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) 	Complied

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		<p>- K: Downstream Support Project Charge (RM/mt)</p> <p>Final FFB Price (mt) = Daily FFB Base 1% Price x OER; Where:</p> <p>A: % OER = Graded CPO OER – Quality Penalty</p>	
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 sample latest Minit Mesyuarat JPPK (Jawatankuasa Permuafakatan, Produktiviti & Kualiti) Bukit Sagu; Meeting # 01/2024; Date: 31/01/2024. The meeting was conducted as communication channel for FGV to brief their suppliers especially among FELDA's smallholders about FGV Supplier Code of Conduct (SCOC). The SCOC is also available on FGV's company website, outlining relevant labor standards and legal requirements that suppliers must comply with. All FBB suppliers also required to provide their copy of MPOB Licence as evidence of legal due diligence before they are approved to supply FFB. Additionally, each FFB supplier is provided with an agreement for the purchase of FFB, which is signed by both parties.</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.fgyholdings.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>	Complied

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		<ul style="list-style-type: none"> - FFB Purchase Agreement # 0062 between FGV Trading Sdn. Bhd. and Tai Ichi Enterprise Sdn. Bhd. (MPOB License # 505536115000; Validity period: 01/07/2023 - 30/06/2024) - FFB Purchase Offer # 9G46-0002; Buyer: FGV Trading Sdn. Bhd.; Supplier: SceniCastle (M) Sdn. Bhd. (MPOB License # 880202001010; Validity period: 24/06/2022 - 31/05/2027) 	
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: 22/07/2024 – 31/07/2024; Statement date: 01/08/2024; Supplier: Tai Ichi Enterprise Sdn. Bhd.; Payment Statement Ref. # 1021256; Payment date: 02/08/2024 - SAP FFB Payment Report for period: 25/08/2024 – 31/08/2024; Statement date: 01/09/2024; Supplier: SceniCastle (M) Sdn. Bhd.; Payment Statement Ref. # 1027964; Payment date: 04/09/2024 	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 BSPOM as following:</p> <ul style="list-style-type: none"> - Form # D 150660 Weighing & Measurement Validation Serial # BS12577828; Calibration # CI-ATK 01834; Safety Sticker # DE18 014190; Weighbridge: 80,000 kg x 10 kg IND 790; Date: 05/03/2024 - Form # D 150914 Weighing & Measurement Validation Serial # C044409186; Calibration # CI-ATK 01946; Safety Sticker # DE18 015735; Weighbridge: 60,000 kg x 10 kg IND 780; Date: 29/05/2024 	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>Bukit Sagu POM certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Federal Land Development Authority (FELDA). FFB suppliers other than the management of Felda Plantation are free whether to sell their crop to BSPOM 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>Bukit Sagu POM certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Federal Land Development Authority (FELDA). FFB suppliers other than the management of Felda Plantation are free whether to sell their crop to BSPOM 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

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5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>Based on the 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 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.</p> <p>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 "Borang Deklarasi dan Kaji Selidik Pembekal BTS."</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>All smallholders directly supply FFB to the mill are legal. BSPOM 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.</p>	Complied
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>The scheme smallholders were managed by Federal Land Development Authority (FELDA). Trainings were provided by the scheme smallholder's management from time to time.</p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>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:</p> <ul style="list-style-type: none"> - Raising awareness on sustainability requirements, market access and trade opportunities - Compliance check to identify gaps in sustainability requirements and their practices 	Complied

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		- 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>FGV has established the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024), which includes an enhanced section on human rights that refers to international labour standards. One of the key human rights principles in the Group Sustainability Policy (GSP) is the respect for equality and non-discrimination. This principle is applied consistently throughout the FGV Bukit Sagu Complex, aligning with FGV's commitment to equality and non-discrimination as outlined in the GSP.</p> <p>Section 5.2.1 of the Group Sustainability Policy states FGV's commitment that no person shall be subjected to any form of discrimination in employment, including hiring, compensation, promotion, training, disciplinary action, termination, or retirement, based on gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnicity, reproductive rights, or any other grounds of discrimination. Appropriate measures shall be taken to ensure equal opportunity, equal pay (including benefits), and equal treatment for work of equal value. This includes equal access to training and development programs, as well as equality in the evaluation of work quality, unless otherwise agreed.</p> <p>The above documents could be downloaded from https://www.fgvholdings.com/sustainability/policies-guidelines/.</p> <p>It was found that the above policies are communicated to all level of workforce through series of training or briefing, besides simplified</p>	Complied

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		pictorial flowchart and instruction are displayed at appropriate places, at operating unit under FGV Bukit Sagu Complex. The interviewees, including managerial level, workers, contractors and their workers, local community have given feedback they understood that the gist of the policies. Based on records of employment and interviews conducted on-site with sampled internal and external stakeholders, it has been confirmed that workers and groups, including local communities, women, and migrant workers, have not been subjected to discrimination.	
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>	Based on interviews with sampled workers of different genders and nationalities at operating units under the FGV Bukit Sagu Complex, it was confirmed that no discrimination had been reported, and the management of each unit has treated them fairly. The management has ensured equal treatment for all employees, for example, in the provision of accommodation, medical care, job opportunities, and wage rates. Additionally, there were no recruitment fees charged to foreign workers. According to the interviews, promotions and job opportunities were based on workers' capabilities and discipline. For instance, a female worker operates machinery on the estate, a role typically held by men, and migrant workers have been promoted as mandore. On top of that, Indian and Bangladeshi workers are now also involved as FFB cutter, even though this job was previously dominated by Indonesian workers.	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	FGV has established the procedure and guideline to provide a guideline on recruitment and promotion process to ensure all employees are given fair and equal opportunity based on the set requirements such as work performance and suitability of the position. Among of the procedure are as follows:	Complied

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		<ul style="list-style-type: none"> • Garis Panduan Pengambilan & Pelantikan Pekerja Bergaji Hari (PBH) (Doc. No.: 1011/1; Revision: 0; Effective Date: 01/07/2022) • Garis Panduan Porses Sosialisasi & Temuduga Pekerja Asing Sektor Perladangan (Manual No.: FGV/JTK/MAN/001-3; Revision: 1.0; Effective Date: 24/03/2021) • Garis Panduan Proses Temuduga Pekerja Tempatan Sektor Perladangan (Manual No.: FGV/JTK/MAN/001-4; Revision: 1.0; Effective Date: 24/03/2021) • Garis Panduan Pengambilan & Pelantikan Pekerja Am G7 (Doc. No.: 2020/1; Revision: 3; Effective Date: 01/05/2020) • FGV Group Guidelines and Procedures for Responsible Recruitment and Employment of Migrant Workers (company website: https://www.fgvholdings.com/wp-content/uploads/2024/04/GPRREMW2024.pdf) <p>Besides that, there is A collective agreement between FGV Plantations (Malaysia) Sdn Bhd and the Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung, under reference number COG.No:298/2022, covers the period from 01/01/2022 to 31/12/2024 and was registered on 01/12/2022. This agreement outlines criteria for promotion, retirement, resignation, and termination.</p> <p>Through interviews with sampled workers who were promoted to their current positions confirmed that the promotion was based on their performance and skill. Some of the interviewed workers started as general workers who were promoted to Mandores.</p> <p>During the interview with the female workers, they mentioned that there is room for them to move around within the job scope that suitable with their performance and skill. For example, at FGVPM</p>	
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		Bukit Sagu 04, a female worker used to work as the machinery operator at the field as she hold a license to operate the machinery.	
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>Based on interview with sampled female workers at the mill and the estates confirmed that the management has never impose any pregnancy test during their tenure in the operating unit. No requirement for pregnancy test to be conducted in each operating unit under FGV Bukit Sagu Complex. The test is only carried out by themselves if they suspected to be pregnant. According to the female workers, they are responsible for their own family planning.</p> <p>All female workers at FGVPIB Bukit Sagu POM are not involved in mill operations, most work in administrative roles or as cleaners in the office. For the estates under FGV Bukit Sagu Complex, no female workers are assigned tasks involving chemicals, such as spraying or manuring. Most of them work as cleaners or in administrative positions in the office.</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>Each operating unit under the FGV Bukit Sagu Complex has its own gender committee, named as follows:</p> <ul style="list-style-type: none"> • FGVPM Bukit Sagu 08 – Kelab Dayabudi Annur • FGVPM Bukit Sagu 04 - Kelab Keluarga Dayabudi Sri Anggun Bestari Bukit Sagu 04 • FGVPM Bukit Sagu 06 - Kelab Daya Budi (KKD) • FGVPI Bukit Sagu POM - Kelab Keluarga Dayabudi KS Bukit Sagu • FGVPM Bukit Sagu 07 - Kelab Keluarga Dayabudi (KKD) <p>The objectives of these gender committees are to raise awareness and discuss issues related to sexual harassment, the grievance mechanism, and activities that support and improve women's physical and mental well-being. They also address matters related to female workers' welfare and sexual harassment. Additionally, the committees aim to create opportunities for female leadership</p>	Complied

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		<p>development, promote active participation of women in the workforce, and identify and address issues of concern, as well as opportunities for improvement. The committees had their regular meetings once a month. Minutes of meeting were made available for verification.</p> <p>Since the last audit, there has been no issue raised by the female workers as verified from the feedback forms and minutes of meeting with regards to discrimination, unfair treatment, and opportunity disparity. Based on interview with the Gender Committee representatives at each operating units, it was confirmed that there has been no case of sexual harassment or violence reported.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The wage structure at the FGV Bukit Sagu Complex follows the 'Buku Panduan Kadar Upah Kerja' with the latest revision being 'Kadar Upah Kerja (KUK Bil 08)' issued by the Human Resources Department of FGVPM. This structure is also aligned with the Minimum Wages Order 2022 and applies to various roles within the estates and mill, including harvesters, sprayers, manurers, general workers, and mandores. Each job role has a defined work scope, which is outlined in the workers' contract agreements. The salary structure includes basic salary, overtime, and other benefits.</p> <p>The salary guidance includes, among other components:</p> <ul style="list-style-type: none"> • Bayaran Upah Asas • Bayaran Upah Harian – Menuai • Bayaran Insentif Kehadiran • Cuti Tahun Bergaji • Cuti Sakit Bergaji • Cuti Bersalin • Panduan Kadar Upah Menuai dan Pembahagian Upah 	Complied

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	<ul style="list-style-type: none">• Panduan Upah Kerja Penjagaan (Membaja)• Panduan Upah Kerja Penjagaan (Merumput)• Panduan Kadar Upah Kerja dan Insentif Kategori Mandur <p>The female workers employed at the FGV Bukit Sagu Complex are all local Malaysians. Most of this women work as office staff and cleaner. Only one female worker operates machinery, and it has been confirmed that her pay is the same as that of other male operators within the same job scope. Based on the sampled payslips for workers (as per indicator 6.2.3), which consists of both genders, it was noted that workers were paid equally for the same job scope. They were paid according to the 'Kadar Upah Kerja (KUK Bil 08)' without any form of discrimination. This was also evident through interview with a group of workers sampled. Sample of workers' payslip were verified for operating units listed as per below worker's ID:</p> <p><u>FGVPI Bukit Sagu POM</u></p> <table><tr><td>12092XX</td><td>12138XX</td></tr><tr><td>12025XX</td><td>12119XX</td></tr><tr><td>12119XX</td><td>12122XX</td></tr><tr><td>12120XX</td><td>12018XX</td></tr><tr><td>12114XX</td><td>12136XX</td></tr><tr><td>14038XX</td><td>12138XX</td></tr><tr><td>12036XX</td><td>12112XX</td></tr></table> <p><u>FGVPM Bukit Sagu 08</u></p> <table><tr><td>LW0629003X</td><td>LW0629007X</td></tr></table>	12092XX	12138XX	12025XX	12119XX	12119XX	12122XX	12120XX	12018XX	12114XX	12136XX	14038XX	12138XX	12036XX	12112XX	LW0629003X	LW0629007X	
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		LW0629009X	FW0629117X		
		FW0629114X	FW0629114X		
		FW0284103X	FW0629115X		
		FW0629110X	FW0629114X		
		LW0629004X	FW0629114X		
		FW0629107X	FW0629107X		
		FW0629102X	FW0629113X		
		FW0629112X	FW0629103X		
		FW0629085X	FW0629085X		
		FGVPM Bukit Sagu 06			
		FW036812XX	FW036811XX		
		FW036808XX	FW036809XX		
		FW036812XX	FW036800XX		
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		FGVPM Bukit Sagu 07			
		LW047500XX	FW047513XX		
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		FW047510XX	FW047512XX		

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		FW047509XX	FW047509XX	
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		LW047500XX	FW047509XX	
		FW047513XX	FW027416XX	
		FW027516XX	FW047513XX	
		FGVPM Bukit Sagu 04		
		LW033001XX	LW033001XX	
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		FW033015XX	FW033015XX	
		FW033015XX	FW033016XX	
		FW033015XX	FW033016XX	
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		FW033014XX	FW033011XX	
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		Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).		
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.	All operating units under the FGV Bukit Sagu Complex adhere to the 'Buku Panduan Kadar Upah Kerja,' with the latest revision being 'Kadar Upah Kerja (KUK Bil 08)' issued by the Human Resources Department of FGVPM. This wage structure is also aligned with the		Complied

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	<p>- Critical (Major) compliance -</p>	<p>Minimum Wages Order 2022 and applies to various roles within the estates and mill, including harvesters, sprayers, manure applicators, general workers, and mandores.</p> <p>In addition, a collective agreement between FGV Plantations (Malaysia) Sdn Bhd and Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung, reference number COG.No:298/2022, was established for the period from 01/01/2022 to 31/12/2024, and was registered on 01/12/2022. This agreement, established in Bahasa Malaysia, is publicly available. For FGVPISB Bukit Sagu POM, a collective agreement documented as COG.No:119/2022 dated 12/05/2022, was made between FGV Palm Industries Sdn Bhd and Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung) for the period from 01/01/2022 to 31/12/2024.</p> <p>Employment contracts are established based on applicable national laws and are available in the languages of the workers. Samples of contracts were reviewed and confirmed to be signed by the employees. New foreign workers are inducted on the terms and conditions of their employment contracts and briefed on the company's policies upon arrival at the operating units. Further verification revealed that migrant workers attend an induction at the One Stop Centre (OSC) in Negeri Sembilan for three days after their initial arrival in Malaysia, before being sent to their respective operating units. This practice was confirmed through interviews with sampled workers.</p> <p>The employment contracts cover aspects such as basic salary, annual/medical leave entitlements, and voluntary resignation procedures. The terms and conditions of the employment contracts are explained during orientation training and general briefings at the operating units, worker representatives at the estate who are from their home countries. The briefing also conducted at the One</p>	
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		Stop Centre (OSC). Interviews with sampled workers confirmed their understanding of the contract terms, including entitlements, salary deductions, and company subsidies. Workers also reported that they can seek clarification from management if needed.																	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Based on sampled employment contracts the contracts were signed in dual language which is English and their home country language such as Bahasa Indonesia, Hindi, and Bangladeshi. The terms and conditions such as working hours, deduction, overtime, sick leave, holiday entitlement, reason of dismissal and period of notice were outlined in the contract.</p> <p>Sample of workers interviewed and their employment contracts including workers’ payslip were verified and each operating units listed as per below worker’s ID:</p> <p><u>FGVPI Bukit Sagu POM</u></p> <table><tr><td>12092XX</td><td>12138XX</td></tr><tr><td>12025XX</td><td>12119XX</td></tr><tr><td>12119XX</td><td>12122XX</td></tr><tr><td>12120XX</td><td>12018XX</td></tr><tr><td>12114XX</td><td>12136XX</td></tr><tr><td>14038XX</td><td>12138XX</td></tr><tr><td>12036XX</td><td>12112XX</td></tr></table> <p><u>FGVPM Bukit Sagu 08</u></p> <table><tr><td>LW0629003X</td><td>LW0629007X</td></tr></table>	12092XX	12138XX	12025XX	12119XX	12119XX	12122XX	12120XX	12018XX	12114XX	12136XX	14038XX	12138XX	12036XX	12112XX	LW0629003X	LW0629007X	Complied
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		FW0629114X	FW0629114X		
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		FW0629107X	FW0629107X		
		FW0629102X	FW0629113X		
		FW0629112X	FW0629103X		
		FW0629085X	FW0629085X		
		FGVPM Bukit Sagu 06			
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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>All operating unit under FGV Bukit Sagu Complex has established an employment contract for foreign and local workers. The employment contract is available in Bahasa Malaysia, Indonesia, Bengali, Hindi and Tamil depends on which country they are from. The employment contract found signed by both parties (management and workers). Document review found, the employment contract has included a terms and condition of employment as example below:</p> <ul style="list-style-type: none">• Salary and Wages	Complied																														

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	<ul style="list-style-type: none">• Type of Work and Location• Working Hours• Sick Leave• Annual Leave• Termination of Employment Contract• Employee Insurance <p>According to the interviewed workers, their working days are from Saturday to Thursday, with Friday is the rest day. Each operating unit provides a 3-month maternity leaves to the female workers regardless of the worker's race, religious and political attraction. While annual and medical leaves are offered based on the worker's service period. For workers less than 2 years services, they are entitled for 14 days of sick leave and 8 days of annual leave.</p> <p>Samples payslip for workers from various operations such as mill operators, harvester, field workers and general workers were verified. Overtime was found to be appropriate, and deduction was fairly made as per the agreement and approval from the Labour Department.</p> <p>Sample of workers' payslip were verified for operating units listed as per below worker's ID:</p> <p><u>FGVPI Bukit Sagu POM</u></p> <table><tr><td>12092XX</td><td>12138XX</td></tr><tr><td>12025XX</td><td>12119XX</td></tr><tr><td>12119XX</td><td>12122XX</td></tr><tr><td>12120XX</td><td>12018XX</td></tr><tr><td>12114XX</td><td>12136XX</td></tr></table>	12092XX	12138XX	12025XX	12119XX	12119XX	12122XX	12120XX	12018XX	12114XX	12136XX	
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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</p>	<p>The management provides adequate living quarters with basic amenities to ensure the workers are comfortable doing their daily routine. Local workers have been provided with housing, while foreign workers are accommodated in hostels at no charge. Each</p>	Complied																																				

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	<p>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>hostel is equipped with 8 shower doors and 8 toilet doors. At FGVPB Bukit Sagu 04, Bukit Sagu 06, and Bukit Sagu 07, foreign workers are housed in units where each house is shared by 3 to 4 workers. Water is supplied by Syarikat Air Pahang (PAIP), and electricity is provided by Tenaga Nasional Berhad (TNB), with a subsidy of RM10.00 per person (comprising RM4.00 for water and RM6.00 for electricity) for all workers residing in the estate/POM facilities. The estate/POM, located in the FELDA Bukit Sagu settlement area, includes amenities such as a mosque, school, clinic, convenience stores, and a petrol station. In addition, management also has established suraus for each operating unit.</p> <p>Weekly housing and dormitory inspections are carried out by an officer or warden using the form entitled 'Senarai Semak Aktiviti Naziran Penginapan (Mingguan).' The form covers:</p> <ul style="list-style-type: none"> • Cleanliness/domestic waste/landscaping • Drainage system • Toilets, bathrooms, kitchen, and equipment storage • Basic facilities for workers, such as beds, mattresses, pillows, blankets, wardrobes, clothes drying areas, and fans. • First aid kits and fire extinguishers <p>During the site visit, it was observed that management has provided housing facilities, including ceiling fans, beds, mattresses, and personal lockers. Interviews with workers confirmed that there were no issues related to water and electricity payments or problems in the housing area. The housing and dormitory inspection checklist reflected the actual conditions observed during the audit and found to be signed by the manager of each respective units. No scheduled waste was found in the vicinity of the housing and dormitory areas. A grass-cutting schedule was established, as evidenced by the 'Jadual Tugas Harian Pembersihan Kawasan Perumahan dan</p>	
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		<p>Pejabat,' with grass cutting occurring twice a month in the housing compound.</p> <p>In addition, any issues or damage in the housing and dormitory areas are addressed by management, as indicated in the housing and dormitory checklist, which includes evidence of repairs. Monthly 'Gotong-Royong' programs are conducted at the housing and dormitory areas, verified through pictorial evidence and interviews with sampled workers. The 'Pelan Pembaikan Longkang Bagi Tahun 2024' was also reviewed, showing that broken drains are being repaired in stages. During the visit, ongoing repair work on the drains was observed.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Each operating unit under the FGV Bukit Sagu Complex is responsible for monitoring prices at local sundry shops. They maintain a price list (Senarai Harga Barang) and compare prices with other shops to ensure affordability for the workers.</p> <p>In the FGV Bukit Sagu Complex, food is accessible through sundry shops and local eateries in the vicinity of the operating units, as well as in nearby towns reachable by public transport. Most of the sundry shops and local eateries are operated by the settlers. Transportation is provided by the operating units for migrant workers who need to travel to the nearest town for food supplies, free of charge. Requests for transportation services can be made at any time. Workers typically visit the town once a week, on Fridays (their weekly rest day), to buy their basic needs. This practice has been confirmed through interviews with Indonesian, Bangladeshi, and Indian workers, as well as daily transport logbook records.</p> <p>Within the estates, there are grocery shops, and the estate management takes action to monitor the prices of goods sold at these shops. They do this by maintaining a price list and comparing prices with other local shops to ensure that prices remain affordable</p>	Complied

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		<p>for the workers. Interviews with migrant workers have revealed no issues of profiteering by third-party suppliers within the FGV Bukit Sagu Complex.</p> <p>Verification during interview, confirmed that the workers have been provided with one-off non-deductible cash allowance amounting of RM50 to be provided to all newly arrived foreign workers. Interview with several workers (consists of Indonesian, Bangladeshi and Indian workers) confirmed that they have been provided an allowance equivalent to the above amount upon their arriving.</p>	
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</p>	<p>The FGV Bukit Sagu Complex has established a decent living wage structure detailed in the document titled Decent Living Wages Plan Bukit Sagu Complex 2023. This document calculates the prevailing living wage by including all in-kind benefits provided to the workers. The calculation was carried out by the Sustainability Compliance & Certification Department (SCCD). Sampled the prevailing wages for benefit of Housing – RM 350 for local workers; Healthcare for local workers is RM 65.90 and utilities (water & electricity) is RM 77.30 in FGVPIB Bukit Sagu POM and Housing – RM 350 for local workers and RM 150 for foreign workers; Healthcare for local workers is RM 65.90 and RM 105.60 for foreign workers and utilities (water & electricity) is RM 23.45 for foreign workers in estate under FGV Bukit Sagu Complex. The prevailing wages exceed the Minimum Wage Order 2022, which is RM2,280.30 for local workers and RM1,951.85 for foreign workers.</p>	Complied

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	<p>locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>All core activities such as milling activities, harvesting, chemical spraying and fertilizer application were performed by the permanent employee.</p> <p>Each operating unit under FGV Bukit Sagu Complex have a Labour Employment Report as an Employee Master List which have information as below:</p> <ul style="list-style-type: none"> • Worker name • Worker ID 	Complied

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		<ul style="list-style-type: none"> • IC No./Passport No. • Birth Date • Citizenship • Gender • Vendor Name • Calling Visa • EPF No. and SOCSO No. • Date Arrival and Join <p>Each operating unit has appointed a contractor for EFB transport, FFB transport and collecting of domestic waste. Through documentation review, estates and mill has established a contract agreement between the contractors and describe the term and condition of the job awarded. Verification on the contract agreement found, the contract agreement is signed by both parties. There are no casual or temporary workers has been recruited by all operating units as verified in the master list of workers.</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.			
6.3.1	(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented. - Critical (Major) compliance -	<p>FGV has established the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024) and section 5.2.2.9 of policy states that FGV Group recognises and respects employees' right to freedom of association and to collective bargaining.</p> <p>The above policy could be downloaded from https://www.fgvholdings.com/sustainability/policies-guidelines/.</p>	Complied

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		Employees were given freedom to associate and bargain collectively with company and to organize among themselves through association meetings as per sample latest minutes of meeting between management and workers representatives. The policy has been communicated to the workers through musters call/roll call as verified during the interview session with sampled workers during the audit.									
6.3.2	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. - Minor compliance -	<p>All operating units under the FGV Bukit Sagu Complex have established a committee called the Jawatankuasa Komunikasi Harmoni (JKH), where the committee members consist of representatives of the workers, including local workers, Indonesian workers, Bangladeshi workers, Indian workers, and female workers. The purpose of the committee is to discuss with the management any issues pertaining to the workers welfare, safety and health. The meeting conducted once a month.</p> <p>Based on the documentation review, each operating unit visited has conducted meetings between worker representatives and management. Examples include the following:</p> <table><tr><th>Operating Unit</th><th>Latest JKH Meeting</th></tr><tr><td>FGVPM Bukit Sagu 08</td><td>15/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>26/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>08/08/2024</td></tr></table> <p>Interviewed with the worker's representatives confirmed that the issues raised during the meeting were resolved. Sampled workers interview also informed that union representatives are freely elected where there is no interference from management, and they are also involved in voting to appoint representatives.</p>	Operating Unit	Latest JKH Meeting	FGVPM Bukit Sagu 08	15/08/2024	FGVPM Bukit Sagu 06	26/08/2024	FGVPM Bukit Sagu 04	08/08/2024	Complied
Operating Unit	Latest JKH Meeting										
FGVPM Bukit Sagu 08	15/08/2024										
FGVPM Bukit Sagu 06	26/08/2024										
FGVPM Bukit Sagu 04	08/08/2024										

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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>The worker's representatives were selected through the election by the workers. The workers will nominate their representatives before the election take place. After the election and the workers have selected their representatives, management will issue an appointment letter to the selected representative.</p> <p>It was further confirmed during interview with the workers representatives and the workers that the election of the representatives was freely done by the workers without any influence or interference from the 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>Formal policies including prohibition of child labour was evident in the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024) and section 5.2.2.4 of policy states that 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 person's so long as the nature work is not hazardous, does not interfere with such person's education, and is not harmful to the person's health and physical, mental, spiritual, moral, or social development at any stage of the employment. The policies can be view and downloaded by any interested party in the company's website at https://www.fgvholdings.com/sustainability/policies-guidelines/.</p> <p>In addition, there is a policy entitled 'Penyataan Polisi bagi Menghormati dan Melindungi Hak Kanak-Kanak' (Doc. No.: FGV/GSD/POL/02; Version: 0.0; Dated: 01/03/2023), which emphasizes FGV's commitment to:</p>	Complied

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		<ul style="list-style-type: none"> • Comply with all national laws and international standards related to the protection of children's rights. • Provide equal treatment and protection to all children under its care, regardless of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political belief, social group, ethnic origin, reproductive rights, or any other status. • Raise awareness within FGV's operations and supply chain regarding children's rights and protection. <p>The policies were communicated to all internal and external stakeholders during several stakeholders' consultation meetings. The policies were communicated to all internal and external stakeholders during several stakeholder consultation meetings. Contractors engaged under the FGV Bukit Sagu Complex are required to sign the Supplier Code of Conduct (SCOC) before commencing work to ensure compliance with the policies, including the prohibition of child labor, and to demonstrate their commitment to not employing child labor. Contractors have also been briefed on the policies and the prohibition of child labor. This was confirmed through consultations with the stakeholders.</p> <p>Generally stated in the workers' employment contract agreement, workers are required to adhere to all applicable laws, including immigration rules and regulations. This also means complying with the Children and Young Persons Act in Malaysia.</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>The procedure entitled 'Garis Panduan Proses Sosialisasi & Temuduga Pekerja Asing Sektor Perladangan' (Manual No.: FGV/JTK/MAN/001-3; Revision: 1.0; Effective Date: 24/03/2021) was established to serve as a guideline for the recruitment of foreign workers. Section 7.2.6.6 of the procedure states that the age of workers must be above 18 years old as a key criterion for employment. For local recruitment, it is clearly stated in section</p>	Complied

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		<p>2.3.4 (Candidate Criteria) of the procedure entitled 'Garis Panduan Pengambilan & Pelantikan Pekerja Am G7 (Number: 2020/1; Revision: 3; Effective Date: 01/05/2020) that Malaysian citizens must be 18 years of age or older.</p> <p>Each appointed recruitment agency for foreign workers shall signed Supplier Code of Conduct (SCOC) attached together with the contract agreement whereby stated under section 3.2 prohibition child labour and the term child is refers anyone underage of 18 years old.</p> <p>The worker's list entitled Labour Employment Report was further verified to confirm there is no workers below the age of 18 hired by the certification unit. During the audit, it was confirmed the youngest worker aged 18 and on the date, he was hired on 27/05/2024 his age was 18 years 02 months. Further confirmation was made through site visit at the workplace area and interviews with the workers onsite.</p>	
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Reviewed the worker's list entitled Labour Employment Report in estate and mill under FGV Bukit Sagu Complex found that no young person was employed. All the workers are above 18 years old.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The management of each operating unit has communicated to the stakeholders regarding the policy as mentioned in indicator 6.4.1. This had also been confirmed through interview with the stakeholders and contractors.</p> <p>Latest stakeholder meeting combining all estates and mill under Bukit Sagu Complex was conducted on 05/09/2023 at Dewan Auditorium ALAF, Kuantan attended by 175 personnel consists of government agencies, internal stakeholder, contractor and supplier, and local communities. One of the agenda was a briefing on the company's policy prohibiting the recruitment of child labor.</p>	Complied

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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>The policy to prevent sexual harassment and violence is documented in the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024). Section 5.2.5 of the policy states the following commitments:</p> <ul style="list-style-type: none"> • 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. • FGV Group shall provide relevant capacity building on detecting reporting cases of harassment and abuse. <p>In addition, a policy entitled Sexual Harassment Policy (Policy No.: FGV/GHC/POL/045; Revision: 0.0; Effective Date: 27/03/2024) has been established to provide guidelines on rules and principles specifically for addressing sexual harassment within FGV Holdings Berhad and its Group of Companies. The policy is designed to foster a culture of respect, equality, and professionalism.</p> <p>The policy outlines, among other things, the following:</p> <ul style="list-style-type: none"> • Types of sexual harassment • Definition of sexual harassment • Sexual harassment policy statement, including a zero-tolerance stance, scope of coverage, complaint channels, the right to report to relevant external enforcement authorities, protection and confidentiality. • Conflict resolution, stating that if the policy conflicts with any applicable national law, FGV Group will comply with the respective laws. <p>The policy has been communicated to the workers through morning musters/roll call and display on notice boards. Based on the interview with the workers (male and female), no issues on sexual</p>	Complied

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		harassment have been lodged or happened. They were also aware of the channels that they can use to lodge their concern. This has also been reminded during morning muster once in a while. Furthermore, the female workers are aware of the procedure if such incident occurs whereby, they can reports using the FGV grievance channel, FGV whistleblowing platforms or direct report to the management.	
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>A policy to protect the reproductive rights is documented in the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024). In section 5.2.1.1 of the policy stated no person shall be subjected to any form of discrimination in employment, including hiring, compensation, promotion, training, disciplinary action, termination, or retirement, based on gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnicity, reproductive rights, or any other grounds of discrimination.</p> <p>There is evidence that the policy has been implemented where there is no restriction by the management for pregnancy and there are no pregnant/breastfeeding women handling with chemical. It has been further confirmed through interview with the female workers. Based on the employment contract, the female workers are entitled to not less than 90 days of maternity leave and shall be paid in accordance with Employment Act.</p> <p>New mother was interviewed and according to the workers, there is no obstruction or penalty imposed to her during pregnancy and after giving birth.</p> <p>Communication of the policy sighted based on briefing records for each operating units under FGV Bukit Sagu 8 Complex and further verified based on interview with the sampled workers which can</p>	Complied

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		demonstrate their understanding on the policy that has been established.	
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 management has assessed the needs of new mothers during pregnancy and after childbirth using dedicated forms entitled 'Borang Pengenalpastian Ibu Baru' and 'Borang Kaji Selidik Keperluan Ibu Baru.' This assessments are conducted by gender committee members at each operating unit that has new mothers. New mothers will complete the form 'Borang Kaji Selidik Keperluan Ibu Baru,' and the identified needs will be reviewed and approved by the manager of each operating unit that has new mothers.</p> <p>For FGVPM Bukit Sagu 08, the assessment conducted on 01/07/2024 identified the needs of a new mother with a 5-month-old baby, which included time and a designated space for pumping breast milk. While in FGVPM Bukit Sagu 07, the assessment conducted on 27/08/2024 found that a new mother with a 6-month pregnancy required approval to return home according to her breastfeeding schedule and to visit the health clinic for checkups. Similarly, for FGVPM Bukit Sagu 04, the assessment conducted on 08/03/2024 found that a new mother with a 1-year and 3-month-old baby needed approval to return home based on her breastfeeding schedule.</p> <p>Based on verification during the interviews, most new mother sent their children to outside day care services. The management had granted them time during working hours for breastfeeding and regular visits to clinics if needed.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>There are no changes compare to last audit where FGV Holdings Berhad has adopted procedure that delineates a grievance mechanism in a document titled "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita," as specified in clause 7.0, which addresses issues of protection and confidentiality. Additionally, in</p>	Complied

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		<p>the procedure document titled "Menangani aduan dan rungutan document number FGV/ML-1A/L2-Pr13 dated 01/04/2019," it is stipulated that individuals who wish to remain anonymous while filing a complaint are permitted to do so.</p> <p>In addition, it was observed that for the complaints against the top management of the estate/mill or complaint from internal and external parties, such process shall be covered within the Whistleblowing Policy (Ref No.: FGV/GGD/POL/001; Revision: 8.0) dated 17/11/2020. Also observed that the procedure outlines the means for handling the complaints and the means to protect the complainant upon complaining against the certain entity of the management. System for addressing the grievances raised by the workers are through complaint box, grievance/complaint book, and worker's representative and whistle-blower hotline via phone number (1-800-888-717). Alternatively, there are other hotline number for workers under FGV to lodge a complaint via mobile number (019-692 9668), email (grievance.m@fgvholdings.com) and FGV apps. All the hotline phone number are displayed at the workers housing as verified during the site visit. Interview with sampled workers has confirmed that the workers know the purpose of the hotline phone number and found that FGV apps was installed for each individual worker's mobile phone.</p> <p>The above grievance mechanism was communicated at all level of workforce during morning muster/roll call, various meeting such as workers representative meeting (Jawatankuasa Komunikasi Harmoni) and gender committee meeting.</p>	
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited:	FGV has established the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024), which includes a strengthened section on human rights, referencing	Complied

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	<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>international labor standards. The policy outlines, among others, FGV's commitments to be adopted by each operating unit as follows:</p> <ul style="list-style-type: none"> • Committed to ensuring that there shall be no use of forced labour, including prison labour, indentured labour, bonded labour or other forms of forced labour, and that its operations are free from human trafficking and modern slavery. • Committed to ensuring responsible recruitment of employees in line with international and industry good practices subject to the approved process by the sourcing and receiving country. • To respect employees right to freedom of movement. <p>Based on interview with the sampled workers, observation, documentation review and site visit to the labour quarters and estate facilities, the following were verified:</p> <p>a. Retention of identity documents or passports: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. The passports were submitted to the management 3 months prior to renewal for submission to the authorities. Sampled workers were interviewed and confirmed that they keep their passports themselves. This was further verified during the site visit to the labour quarters, where passport was observed to be kept in the workers houses. Furthermore, the management provides lockers for workers to keep their passport safely. The locker keys are kept by the workers with no duplicate keys held by the management.</p> <p>b. Charging of recruitment fee: As specified in the Policy Statement on Responsible Recruitment and Employment of Migrant Workers (Document No.: FGV/WMD/PS/001; Revision: 0.0; Date: 27/02/2024), no migrant workers shall pay any</p>	
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		<p>recruitment fees for the purpose of their employment with FGV. Interviews conducted with sampled workers also confirmed that they have not been charged any recruitment fees. They inform that the workers can report any recruitment fees incurred by them to the management prior to departure in source countries, after arrival, during induction process at one stop center and through grievance procedures. This was also cross-checked with the sampled documents for new workers. At the one-stop center, they were required to fill out a worker confirmation form, which included a declaration on whether they had to pay any fees during the recruitment process.</p> <p>c. Contract substitution: Based on document review, worker interview and site tour, it was noted all the migrant workers are legally recruited. Written employment contract was provided to them in a language that was understood by the workers. Explanation of terms and condition in the contracts was conducted in their origin country. Interview with the sampled workers confirmed that they have entered employment by voluntarily and freely basis. They also informed that all contract signed in their origin country is consistent with the terms and condition that they received upon arrival.</p> <p>d. Involuntary overtime: Based on interviews conducted with the sampled workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work.</p> <p>e. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers. There is no term and condition for any resignation. Verification of the repatriation records and interview with the sampled workers, shows that the workers are given freedom to going back for long leaves or going back for</p>	
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		<p>goods. Some workers, who have been employed in the estate for 5 to 12 years, have taken long leaves 2 or 3 times during their services.</p> <p>f. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview where there is no loan/borrowing money has been given by the management to the workers. There is also no recruitment fee has been charged to the workers hence confirmed that there is debt bondage implement.</p> <p>g. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by account and can be withdraw at the nearest bank and sighted evidence of payment that has been signed by the workers. There is evidence that there no workers' wages have been withheld. It has been further confirmed through interview with sampled workers.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established the Group Sustainability Policy (Policy No.: FGV/GSD/POL/03; Revision No.: 5; dated 26/02/2024), which includes a strengthened section on human rights, referencing international labor standards. The policy outlines, among others, FGV's commitments to be adopted by each operating unit as follows:</p> <ul style="list-style-type: none"> Committed to ensuring that there shall be no use of forced labour, including prison labour, indentured labour, bonded labour or other forms of forced labour, and that its operations are free from human trafficking and modern slavery. Committed to ensuring responsible recruitment of employees in line with international and industry good practices subject to the approved process by the sourcing and receiving country. 	Complied

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		<ul style="list-style-type: none"> To respect employees right to freedom of movement. <p>Reflecting to the above, FGV has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers. The guidelines are adopted the principles embedded in the Group Sustainability Policy and Policy Statement on Responsible Recruitment and Employment of Migrant Workers (Document No.: FGV/WMD/PS/001; Revision: 0.0; Date: 27/02/2024). The guidelines among others included responsible recruitment and placement, employment, working and living conditions, termination and repatriation, the benefits and rights of the workers at their home country and upon arrival in Malaysia.</p> <p>There are migrant workers has been recruited from India, Indonesia, and Bangladesh to work in FGV Bukit Sagu Complex. Verification during the audit found that there is evidence that the policy and procedures has been implemented where each process of recruitment has been done such as signing employment contract, interview, and consultation with migrant workers at origin countries and One Stop Centre. Based on interview with sampled workers, it has been confirmed that all facilities and benefits has been provided equally for all foreign workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers have been explained the content of the employment contract at the origin countries. It has been confirmed through interview with the workers itself.</p>	
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</p>	Complied

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		<p>the previous meeting, reports from workplace inspections, updates on the training program and its implementation, discussions on 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>Operating Unit</th><th>1st meeting (2024)</th><th>2nd meeting (2024)</th></tr><tr><td>FGVPM Bukit Sagu 08</td><td>21/03/2024</td><td>27/06/2024</td></tr><tr><td>FGVPI Bukit Sagu POM</td><td>03/05/2024</td><td>26/07/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>26/03/2024</td><td>24/06/2024</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>14/04/2024</td><td>17/07/2024</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>18/04/2024</td><td>18/07/2024</td></tr></table>	Operating Unit	1 st meeting (2024)	2 nd meeting (2024)	FGVPM Bukit Sagu 08	21/03/2024	27/06/2024	FGVPI Bukit Sagu POM	03/05/2024	26/07/2024	FGVPM Bukit Sagu 06	26/03/2024	24/06/2024	FGVPM Bukit Sagu 07	14/04/2024	17/07/2024	FGVPM Bukit Sagu 04	18/04/2024	18/07/2024	
Operating Unit	1 st meeting (2024)	2 nd meeting (2024)																			
FGVPM Bukit Sagu 08	21/03/2024	27/06/2024																			
FGVPI Bukit Sagu POM	03/05/2024	26/07/2024																			
FGVPM Bukit Sagu 06	26/03/2024	24/06/2024																			
FGVPM Bukit Sagu 07	14/04/2024	17/07/2024																			
FGVPM Bukit Sagu 04	18/04/2024	18/07/2024																			
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>	Complied																		

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	<p>The ERP team's organizational chart has been established and shared with employees, accompanied by essential telephone 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><td>Operating Unit</td><td>Date</td></tr><tr><td>FGVPM Bukit Sagu 08</td><td>12/08/2024</td></tr><tr><td>FGVPI Bukit Sagu POM</td><td>19/02/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>17/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>08/09/2024</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>27/08/2024</td></tr></table> <p>Monthly First Aid inspection record and updates was conducted by appointed First Aider as table below:</p> <table><tr><td>Certification Unit</td><td>Date of Latest Monthly Inspection</td></tr><tr><td>FGVPM Bukit Sagu 08</td><td>28/06/2024</td></tr><tr><td>FGVPI Bukit Sagu POM</td><td>26/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>09/09/2024</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>08/09/2024</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>09/09/2024</td></tr></table>	Operating Unit	Date	FGVPM Bukit Sagu 08	12/08/2024	FGVPI Bukit Sagu POM	19/02/2024	FGVPM Bukit Sagu 06	17/08/2024	FGVPM Bukit Sagu 07	08/09/2024	FGVPM Bukit Sagu 04	27/08/2024	Certification Unit	Date of Latest Monthly Inspection	FGVPM Bukit Sagu 08	28/06/2024	FGVPI Bukit Sagu POM	26/08/2024	FGVPM Bukit Sagu 06	09/09/2024	FGVPM Bukit Sagu 07	08/09/2024	FGVPM Bukit Sagu 04	09/09/2024	
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		The operating units consistently document accident-related information, including JKPP 6 forms submitted to the Department of Safety & Health, medical leave certificates, accident investigation reports, and reviews of Hazard Identification, Risk Assessment, and Risk Control (HIRARC). According to JKPP 8 submission report for year 2023, it was confirmed that all accidents were reported, and LTA was calculated accordingly.	
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 Bukit Sagu 08</u></p> <p>During a site visit at PM04L, it was observed that manuring activity were equipped with safety helmets, aprons, mask, goggle, and wellington boots as per HIRARC documents.</p> <p><u>FGVPM Bukit Sagu 06</u></p> <p>During a site visit at PM16G, it was observed that workers conducting pruning activity were equipped with safety helmets, gloves, and wellington boots as per HIRARC documents.</p> <p><u>FGVPM Bukit Sagu 07</u></p>	Complied

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	<p>During a site visit at PR21G, it was observed that sprayers were equipped with safety helmets, aprons, mask, goggle, and wellington boots as per HIRARC documents</p> <p><u>FGVPM Bukit Sagu 04</u></p> <p>During a site visit at chemical store, it was observed that store clerk was equipped with safety helmets, mask, and shoes when chemical stock handling and issuance.</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 at least once every six months, 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 Bukit Sagu 08</td><td>Manuring</td><td>07/08/2024</td></tr><tr><td>FGVPI Bukit Sagu POM</td><td>Boiler Station</td><td>29/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>Pruning</td><td>17/08/2024</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>Spraying</td><td>04/09/2024</td></tr></table>	Certification Unit	Activity Inspected	Date	FGVPM Bukit Sagu 08	Manuring	07/08/2024	FGVPI Bukit Sagu POM	Boiler Station	29/08/2024	FGVPM Bukit Sagu 06	Pruning	17/08/2024	FGVPM Bukit Sagu 07	Spraying	04/09/2024	
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FGVPM Bukit Sagu 06	Pruning	17/08/2024															
FGVPM Bukit Sagu 07	Spraying	04/09/2024															

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		FGVPM Bukit Sagu 04	Chemical Premixing	10/09/2024																									
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><tr><td>Certification Unit</td><td>Month</td><td>Total Workers</td><td>Amount</td></tr><tr><td>FGVPM Bukit Sagu 08</td><td>Aug 2024</td><td>186</td><td>RM8,305.60</td></tr><tr><td>FGVPI Bukit Sagu POM</td><td>Aug 2024</td><td>129</td><td>RM9,346.00</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>Aug 2024</td><td>188</td><td>RM8,737.80</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>Aug 2024</td><td>189</td><td>RM7,502.30</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>Aug 2024</td><td>322</td><td>RM7406.10</td></tr></table>			Certification Unit	Month	Total Workers	Amount	FGVPM Bukit Sagu 08	Aug 2024	186	RM8,305.60	FGVPI Bukit Sagu POM	Aug 2024	129	RM9,346.00	FGVPM Bukit Sagu 06	Aug 2024	188	RM8,737.80	FGVPM Bukit Sagu 07	Aug 2024	189	RM7,502.30	FGVPM Bukit Sagu 04	Aug 2024	322	RM7406.10	Complied
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FGVPM Bukit Sagu 07	Aug 2024	189	RM7,502.30																										
FGVPM Bukit Sagu 04	Aug 2024	322	RM7406.10																										
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><tr><td>Operating Unit</td><td>Accidents Reported</td><td>Lost Time Accident (LTA)</td><td>Reference No.</td></tr><tr><td>FGVPM Bukit Sagu 08</td><td>6</td><td>53 days</td><td>JKKP 8/130688/2023</td></tr></table>			Operating Unit	Accidents Reported	Lost Time Accident (LTA)	Reference No.	FGVPM Bukit Sagu 08	6	53 days	JKKP 8/130688/2023	Complied																
Operating Unit	Accidents Reported	Lost Time Accident (LTA)	Reference No.																										
FGVPM Bukit Sagu 08	6	53 days	JKKP 8/130688/2023																										

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		FGVPI Bukit Sagu POM	1	37 days	JKKP 8/161152/2023	
		FGVPM Bukit Sagu 06	1	8 days	JKKP 8/170799/2023	
		FGVPM Bukit Sagu 07	2	36 days	JKKP 8/148617/2023	
		FGVPM Bukit Sagu 04	2	54 days	JKKP 8/170804/2023	
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"> 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. 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.' 				Complied

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		<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 <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	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>As outlined in FGV Holdings Berhad Group Sustainability Policy, approved by Board of Directors on 26/02/2024, all estates mandates zero tolerance for fire use, develop and maintain fires that may encroach within or in the vicinity of its boundaries while actively monitor and report all fire incidents occurring within as well as its surrounding area to the relevant authorities.</p> <p>As per visit at each estate, there is no traces of evidence of fire usage for pest control observed.</p>	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>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.</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>	Complied

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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. Average data as per estates below:</p> <table><tr><th>Active Ingredients</th><th>FGVPM Bukit Sagu 08</th><th>FGVPM Bukit Sagu 06</th><th>FGVPM Bukit Sagu 07</th><th>FGVPM Bukit Sagu 04</th></tr><tr><td>Glyphosate</td><td>0.63</td><td>0.005</td><td>2.41</td><td>0.234</td></tr><tr><td>Sodium Chlorate</td><td>1.21</td><td>2.97</td><td>7.43</td><td>2.32</td></tr><tr><td>Triclopyr</td><td>0.59</td><td>2.32</td><td>0.54</td><td>0.83</td></tr><tr><td>Glufosinate Ammonium</td><td>-</td><td>3.76</td><td>3.30</td><td>2.48</td></tr></table>	Active Ingredients	FGVPM Bukit Sagu 08	FGVPM Bukit Sagu 06	FGVPM Bukit Sagu 07	FGVPM Bukit Sagu 04	Glyphosate	0.63	0.005	2.41	0.234	Sodium Chlorate	1.21	2.97	7.43	2.32	Triclopyr	0.59	2.32	0.54	0.83	Glufosinate Ammonium	-	3.76	3.30	2.48	Complied
Active Ingredients	FGVPM Bukit Sagu 08	FGVPM Bukit Sagu 06	FGVPM Bukit Sagu 07	FGVPM Bukit Sagu 04																								
Glyphosate	0.63	0.005	2.41	0.234																								
Sodium Chlorate	1.21	2.97	7.43	2.32																								
Triclopyr	0.59	2.32	0.54	0.83																								
Glufosinate Ammonium	-	3.76	3.30	2.48																								
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																									
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>No prophylactic use of pesticides can be identified during site visit and confirmation with Chemical Register updated on 01/01/2024</p>	Complied																									

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7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative What is the process to limit the negative impacts of the application Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>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:</p> <ul style="list-style-type: none"> Basta- Glufosinate Ammonium 13.5% Alion – Indafizlam 45.5% Racumin – Coumatertraly Monex – Diuron Bm Tricalon 250 – Triclopyr Butotyl 32.1% Butik – Chlorophainone 0.005% 	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators 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:</p> <ul style="list-style-type: none"> FGVPM Bukit Sagu 08: Safe Work Procedure for Weeding Activities, dated 29/06/2024 FGVPM Bukit Sagu 06: Awareness Training for Weeding Workers, dated 17/08/2024 Chemical Handling Training, dated 20/02/2024 FGVPM Bukit Sagu 07: Chemical Handling and Chemical Mixing Training, dated 10/06/2024 FGVPM Bukit Sagu 04: Chemical Handling Training, dated 29/08/2024 	Complied

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		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.	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	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. Interview session with personnel in charge confirmed that chemical storage is restricted area for pregnant and breast-feeding mothers.	Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	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	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Not applicable since there is no aerial spraying has been executed.	Not Applicable
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	It was confirmed that each estate has conducted their Medical Surveillance as per requirement as details below:	Complied

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		<ul style="list-style-type: none"> • FGVPM Bukit Sagu 08: Latest Medical Surveillance conducted 28/12/2023, Ref with external party involving 29 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. 10 workers were found to have abnormal results, but it was found to be as non-occupational caused • FGVPM Bukit Sagu 06: Latest Medical Surveillance conducted 08-09/09/2023, Ref DOSH Reg. No. HQ/08/DOC/00/7 involving 23 workers which involves in spraying, and chemical premixing, Report of the medical surveillance was available for review and no further medical concerns was noted. For 2024, medical surveillance is yet to be conducted but appointment slot has finalized on 25/09/2024 for 32 workers. • FGVPM Bukit Sagu 07: Latest Medical Surveillance conducted 28/12/2023, Ref 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. • FGVPM Bukit Sagu 04: Latest Medical Surveillance conducted 24/07/2024, Ref DOSH Reg. No. HQ/24/DOC/00/01353 involving 45 workers which involves in spraying, manurers, and chemical premixing, chemical handler, workshop operator, and tractor driver. Report of the medical surveillance was available for review and no further medical concerns was noted. 	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	On-site observation at PM04L (FGVPM Bukit Sagu 08), Nursery (FGVPM Bukit Sagu 06), PR22H (FGVPM Bukit Sagu 07) in addition to verification of the employee master list, no evidence was found indicating that individuals under the age of 18, pregnant or	Complied

		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>Bukit Sagu 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 Bukit Sagu 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 Scheduled Wastes in FGV Plantations Sector.</p>	Non-compliance

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		<p>On the other hand, according to the waste management plan titled 'Pelan Pengurusan Sisa Domestik dan Bahan Buangan FGVPMLadang Bukit Sagu 08 Tahun 2024' where the plan includes the sources of waste, types of waste, and activities planned for the management of domestic waste and materials. The plan, among other, outlines the following:</p> <table><tr><th>Sumber Bahan Buangan</th><th>Jenis Bahan Buangan</th><th>Aktiviti Yang Dirancang Bagi Pengurusan Sisa Domestik dan Bahan Buangan</th></tr><tr><td rowspan="3">Pejabat dan Perumahan</td><td>Sisa Pukul (Sofa terpakai, tilam terpakai, katil terpakai, dll.)</td><td>Pengasingan sisa mengikut 3R dan dihantar kepada kontraktor berdaftar.</td></tr><tr><td>Sisa Domestik (Sisa makanan, sisa dapur dan bahan kotor)</td><td>Dikumpulkan dan dijual kepada pemborong barang terpakai.</td></tr><tr><td>Kertas/Plastid/Kaca/Kain Buruk/Aluminium</td><td>Merancang dan melaksanakan jadual hari kutipan sisa domestik</td></tr></table> <p>However, during the site visit to the A-G & C dormitories located at PM07, it was observed that waste such as used mattresses, plastic bottles, and boxes were dumped in the septic tank area and in the</p>	Sumber Bahan Buangan	Jenis Bahan Buangan	Aktiviti Yang Dirancang Bagi Pengurusan Sisa Domestik dan Bahan Buangan	Pejabat dan Perumahan	Sisa Pukul (Sofa terpakai, tilam terpakai, katil terpakai, dll.)	Pengasingan sisa mengikut 3R dan dihantar kepada kontraktor berdaftar.	Sisa Domestik (Sisa makanan, sisa dapur dan bahan kotor)	Dikumpulkan dan dijual kepada pemborong barang terpakai.	Kertas/Plastid/Kaca/Kain Buruk/Aluminium	Merancang dan melaksanakan jadual hari kutipan sisa domestik	
Sumber Bahan Buangan	Jenis Bahan Buangan	Aktiviti Yang Dirancang Bagi Pengurusan Sisa Domestik dan Bahan Buangan											
Pejabat dan Perumahan	Sisa Pukul (Sofa terpakai, tilam terpakai, katil terpakai, dll.)	Pengasingan sisa mengikut 3R dan dihantar kepada kontraktor berdaftar.											
	Sisa Domestik (Sisa makanan, sisa dapur dan bahan kotor)	Dikumpulkan dan dijual kepada pemborong barang terpakai.											
	Kertas/Plastid/Kaca/Kain Buruk/Aluminium	Merancang dan melaksanakan jadual hari kutipan sisa domestik											

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		field behind the dormitory toilets, which is not implemented as plan mentioned above.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	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 as following: - BSPOM: Consignment # 2024090911MA6JQY; Waste code: SW410; Quantity: 0.0788; Date submitted: 09/09/2024; Contractor: Pentas Flora (Kuantan) Sdn. Bhd. - BSPOM: Consignment # 2024091308WUDISZ; Waste code: SW201; Quantity: 0.080 mt; Date submitted: 13/09/2024; Contractor: J&T Berjaya Alam Murni Sdn. Bhd. – SW Collection Order JBAM CN # PHG0000104-017; Collection date: 13/09/2024 - BS06E: Kubota Malaysia Sdn. Bhd. SW Acceptance Form # 42735; SW Code: SW305 - Quantity: 3 litres; SW Code: SW409 – Quantity: 0.12 mt - BS04E: Consignment # 2024031411MH5QRA; Waste code: SW409; Quantity: 1.1330 mt; Date submitted: 14/03/2024; Contractor: Greenverse Sdn. Bhd. - BS04E: Consignment # 2024080915H4LDCW; Waste code: SW201; Quantity: 11.6000 mt; Date submitted: 09/08/2024; Contractor: J&T Berjaya Alam Murni Sdn. Bhd.	Complied
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.	Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third	Complied

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	- Minor compliance -	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.	
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: BS06E Fertilizer Recommendation for 2024 – Leaf & Soil Nutrient Levels; Sampling date: 30/03/2023; Foliar Lab Code: FRF20240123; Soil Lab Code: FRS20240117; Fertilizer recommendation: 8.25 kg/palm (3 cycles: 3 + 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. - Minor compliance -	A nutrient recycling strategy is in place as per sample EFB application as following: - Mature area: 25mt/ha - Immature area: 16mt/ha	Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Records of fertiliser inputs are maintained as per sample for BSO6E 2024 to-date program as following: - Field # PM10D; Area: 260.74ha; Stand/ha: 123; Fertilizer: FPM 10 (Compact); Total applied: 253.75 mt - Field # PM13B; Area: 235.91 ha; Stand/ha: 130; Fertilizer: FPM 10 (Compact); Total applied: 184.00 mt - Field # PM14B; Area: 250.56 ha; Stand/ha: 108; Fertilizer: FPM 10 (Compact); Total applied: 142.05 mt - Field # PM16G; Area: 392.59 ha; Stand/ha: 92; Fertilizer: FPM 10 (Compact); Total applied: 148.70 mt - Field # PM17H; Area: 358.04 ha; Stand/ha: 136; Fertilizer: FPM 10 (Compact); Total applied: 267.80 mt	Complied

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Criterion 7.5: Practices minimise and control erosion and degradation of soils.													
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p> <p>Identification of main soil series as table below:</p> <table><tr><th>Estate</th><th>Soil Series</th></tr><tr><td>FGVPM Bukit Sagu 08</td><td>Mallaca, Tavy, Kedah, Bungor, Lunas</td></tr><tr><td>FGVPM Bukit Sagu 06</td><td>Bungor, Serdang, Lating, Lunas, Batu Anam, Chempaka, Rasau, Jempol, Malacca, Tavy, Durian, Munchong, Tok Yeng</td></tr><tr><td>FGVPM Bukit Sagu 07</td><td>Batu Anam, Bungor, Durian, Local Alluvium, Malacca, Marang, Tavy</td></tr><tr><td>FGVPM Bukit Sagu 04</td><td>Marang, Merapoh, Holyrood, Cempaka, Malacca, Batu Anam, Tok Yong, Bungor Shallow,</td></tr></table>	Estate	Soil Series	FGVPM Bukit Sagu 08	Mallaca, Tavy, Kedah, Bungor, Lunas	FGVPM Bukit Sagu 06	Bungor, Serdang, Lating, Lunas, Batu Anam, Chempaka, Rasau, Jempol, Malacca, Tavy, Durian, Munchong, Tok Yeng	FGVPM Bukit Sagu 07	Batu Anam, Bungor, Durian, Local Alluvium, Malacca, Marang, Tavy	FGVPM Bukit Sagu 04	Marang, Merapoh, Holyrood, Cempaka, Malacca, Batu Anam, Tok Yong, Bungor Shallow,	Complied
Estate	Soil Series												
FGVPM Bukit Sagu 08	Mallaca, Tavy, Kedah, Bungor, Lunas												
FGVPM Bukit Sagu 06	Bungor, Serdang, Lating, Lunas, Batu Anam, Chempaka, Rasau, Jempol, Malacca, Tavy, Durian, Munchong, Tok Yeng												
FGVPM Bukit Sagu 07	Batu Anam, Bungor, Durian, Local Alluvium, Malacca, Marang, Tavy												
FGVPM Bukit Sagu 04	Marang, Merapoh, Holyrood, Cempaka, Malacca, Batu Anam, Tok Yong, Bungor Shallow,												
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in	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	Complied										

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contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Policy, “Perlindungan Dan Penjagaan Alam Sekitar” signed and endorsed on 05/05/2019 and guided by exclusive guidelines such as					
	<ul style="list-style-type: none">• Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual• Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual• Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.					
	Estate	0 - 6	6 - 12	12 – 20	20 - 25	>25
	FGVPM Bukit Sagu 08	37.26	45.52	15.52	1.55	0.13
	FGVPM Bukit Sagu 06	75.59%	20.24%	3.88%	0.28%	0.00%
	FGVPM Bukit Sagu 07	44.49	45.48	9.66	0.35	0.01
FGVPM Bukit Sagu 04	64.48%	31.60%	3.68%	0.22%	0.00%	
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						

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		in order to cover inter row and cover crop protection, estates widely utilized <i>Mucuna Bracteate</i> and <i>Neprolepis Biserrata</i> .	
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.			
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 -	<p>Soil series and topography map available for estate sampled. No fragile soil categorized in all estates within Bukit Sagu POM.</p> <p>The estates have taken into account the land terrain, drainage and road systems in planning replanting.</p>	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 -	<p>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.</p> <p>For estates within BSPOM certification unit, no soil categorized as fragile or marginal except for avoided steep slope > 25°.</p>	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. Sampled topography information in estates as following:	Complied

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		Slope	Percentage	
		Rata (0 – 2 °)	15	
		Beralum (2° – 6°)	30	
		Berombak (6° -12°)	20	
		Berbukit (12° - 20°)	30	
		Sangat Berbukit (>25 °)	5	
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 Bukit Sagu 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 Bukit Sagu POM certification unit. Hence, this is not required.		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 Bukit Sagu POM certification unit. Hence, this is not required.		Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Bukit Sagu POM certification unit. Hence, this is not required.		Complied

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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 Bukit Sagu POM certification unit. Hence, this is not required.	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 Bukit Sagu POM certification unit. Hence, this is not required.	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> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estates within Bukit Sagu POM certification unit. Hence, this is not required.	Complied
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.			

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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> <ul style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. - Minor compliance - 	<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> <ul style="list-style-type: none"> - BSPOM Water Management Plan 2024 - Resource: Own water treatment from Sungai Reman & Sungai Batu to water reservoir; rainwater harvesting - BS06E Water Management Plan; Update: 01/08/2024 – Resource: Rainwater, spring water, drain water 	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 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>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 areas Guatemala grass/Vertivar were planted along the riverbanks. Guidelines of the width of the rivers and natural courses to be</p>	Complied

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	<p>protected have been illustrated in the FGV Sustainability Manual Section 1A/L2; Rev. date: 01/06/2016.</p> <p>BSPOM 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">- FGVPI Bukit Goh Analytical Lab Analysis certificate # 2437/2024; Sample receive date: 10/06/2024; Report date: 21/06/2024 <table><tr><th>Sample ref.</th><th>Sample description</th><th>Parameters test result</th></tr><tr><td>5643/2024</td><td>Batu River Upstream Water</td><td>BOD: 8 mg/l</td></tr><tr><td>5644/2024</td><td>Reman River Downstream Water</td><td>BOD: 6 mg/l</td></tr></table> <p>Other parameters tested including COD, TS, SS, O&G, AN and KJELDAHL are within Raw Water NWQS</p> <ul style="list-style-type: none">- Latest result as per records of FGVPI Bukit Goh Analytical Lab Analysis certificate # 3420/2024; Sample receive date: 19/08/2024; Report date: 26/08/2024 <table><tr><th>Sample ref.</th><th>Sample description</th><th>Parameters test result</th></tr><tr><td>7937/2024</td><td>Batu River Upstream Water</td><td>BOD: 5 mg/l</td></tr><tr><td>7937/2024</td><td>Reman River Downstream Water</td><td>BOD: 3 mg/l</td></tr></table> <p>BS06E as per sampling analysis results:</p>	Sample ref.	Sample description	Parameters test result	5643/2024	Batu River Upstream Water	BOD: 8 mg/l	5644/2024	Reman River Downstream Water	BOD: 6 mg/l	Sample ref.	Sample description	Parameters test result	7937/2024	Batu River Upstream Water	BOD: 5 mg/l	7937/2024	Reman River Downstream Water	BOD: 3 mg/l	
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- FGV Agri Services Sdn. Bhd. FGV Analytical Laboratory Water Analysis Test Report; Lab code # WFP2400269; Sample receive date: 14/08/2024; Report date: 26/08/2024

Sample description	Parameters test results	
Rengoi River – Inlet	pH @ 26.0 °C: 6.2 BOD (5d): 3 mg/L COD: 32 mg/L	TSS: 18 mg/L AN: 0.1 mg/L DO: 8.4 mg/L
Rengoi River – Outlet	pH @ 26.0 °C: 6.1 BOD (5d): 4 mg/L COD: 28 mg/L	TSS: 17 mg/L AN: 0.1 mg/L DO: 8.3 mg/L

BS07E as per sampling analysis results:

- FGV Agri Services Sdn. Bhd. FGV Analytical Laboratory Water Analysis Test Report; Lab code # WFP2300500; Sample receive date: 06/12/2023; Report date: 14/12/2023

Sample description	Parameters test results	
Reman River – Inlet	pH @ 25.5 °C: 6.6 BOD (5d): 2 mg/L COD: 15 mg/L	TSS: 42 mg/L AN: 0.2 mg/L DO: 7.7 mg/L
Reman River – Outlet	pH @ 25.6 °C: 6.6	TSS: 54 mg/L AN: 0.2 mg/L

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				BOD (5d): 2 mg/L COD: 13 mg/L	DO: 7.4 mg/L																	
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -	Based on BSPOM's DOE License Compliance Schedule Ref. # JAS.CHQ-600-3/1/2/42JLD2(23); License # 006782; Validity period: 01/07/2024 – 30/06/2025; Max processing capacity: 60 mt/hr; Max effluent discharge capacity: 1440 m³/day; BOD limit: 100 mg/L Monitoring conducted by BSPOM on monthly bases as per sampling analysis results as following: - FGVPI Bukit Goh Analytical Lab Analysis certificate # 3419/2024; Sample receive date: 19/08/2024; Report date: 26/08/2024 <table><tr><th>Sample ref.</th><th>Sample description</th><th colspan="2">Parameters test result</th></tr><tr><td>7936/2024</td><td>POME Final Discharge</td><td>BOD: 74 mg/l COD: 326 mg/l TS: 2,418 mg/l</td><td>SS: 130 mg/l O&G: 2 mg/l TN: 40 mg/l</td></tr></table> - Previous results as per FGVPI Bukit Goh Analytical Lab Analysis certificate # 3077/2024; Sample receive date: 29/07/2024; Report date: 05/08/2024 <table><tr><th>Sample ref.</th><th>Sample description</th><th colspan="2">Parameters test result</th></tr><tr><td>3077/2024</td><td>POME Final Discharge</td><td>BOD: 127 mg/l COD: 844 mg/l</td><td>SS: 354 mg/l O&G: 5 mg/l</td></tr></table>				Sample ref.	Sample description	Parameters test result		7936/2024	POME Final Discharge	BOD: 74 mg/l COD: 326 mg/l TS: 2,418 mg/l	SS: 130 mg/l O&G: 2 mg/l TN: 40 mg/l	Sample ref.	Sample description	Parameters test result		3077/2024	POME Final Discharge	BOD: 127 mg/l COD: 844 mg/l	SS: 354 mg/l O&G: 5 mg/l	Complied
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				TS: 3,913 mg/l	TN: 65 mg/l	
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	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 1.2 m³/FFB processed as following: BSPOM mill water consumption: - January – December 2023: 1.07 litres/mt FFB - January – August 2024 (to-date): 1.33 litres/mt FFB BS07E water consumption: - January – December 2023: 32,897.00 m³ - January – August 2024 (to-date): 8,975.00 m³ BS04E water consumption: - January – December 2023: 8.08 m³/mt FFB January – August 2024 (to-date): 6.30 m³/mt FFB				Complied
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised						
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	The 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 as following: BSPOM: - Fiber consumption: 1,115 mt/month - Shell consumption: 743.6 mt/month - Electrical energy: 1,0000 kw/month				Complied

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		<ul style="list-style-type: none"> - Water consumption: 7,800 m³/month - Diesel consumption: 2 litres/day <p>BS07E Diesel consumption:</p> <ul style="list-style-type: none"> - Jan – Dec 2023: 32,853 litres - Jan – Aug 2024 (to-date): 27,750 litres <p>BS04E Diesel consumption:</p> <ul style="list-style-type: none"> - Jan – Dec 2023: 2.39 litres/mt FFB - Jan – Aug 2024 (to-date): 3.04 litres/mt FFB 	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported. - Critical (Major) compliance -	<p>The mill and estates within BSPOM 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	(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development). - Critical (Major) compliance -	<p>BSPOM 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 BSPOM 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 BSPOM as per latest samples as following:</p> <p>- Stack Air Emission Monitoring Report # STK/BSAGU/24/001; Prepared for FGVPIB Bukit Sagu POM; Prepared by: Allion HSE Sdn. Bhd.; Monitoring date: 28/02/2024; Report issue date: 20/03/2024; Results:</p> <table border="1" data-bbox="1146 611 1921 890"> <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">1</td><td>Particulate matter (PM)</td><td>*159.8</td><td>150</td></tr> <tr> <td>Carbon monoxide (CO)</td><td>562</td><td>1,000</td></tr> <tr> <td rowspan="2">2</td><td>Particulate matter (PM)</td><td>1,17.3</td><td>150</td></tr> <tr> <td>Carbon monoxide (CO)</td><td>387</td><td>1,000</td></tr> </tbody> </table> <p>* ESP construction on-going as per <i>Kelulusan Sambungan Masa Siap Kerja</i>; Ref. # (127b)010/860/GEN/M&E Pt.42; Date: 30/07/2024 (MTC Engineering Sdn. Bhd.; Target completion date: 31/12/2024 (Testing & Commissioning)</p> <p>** CEMS modification work on-going, Letter (to Vice President) Ref. # (010)4046/010/2024; Date: 11/09/2024</p>	Stack #	Parameter	Results (mg/m ³)	Limits (mg/m ³)	1	Particulate matter (PM)	*159.8	150	Carbon monoxide (CO)	562	1,000	2	Particulate matter (PM)	1,17.3	150	Carbon monoxide (CO)	387	1,000	Complied
Stack #	Parameter	Results (mg/m ³)	Limits (mg/m ³)																		
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2	Particulate matter (PM)	1,17.3	150																		
	Carbon monoxide (CO)	387	1,000																		
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 on 05/09/2023 in Akademi Latihan FGV (ALAF). Engagement on internal stakeholders among workers also conducted as per sample training done on 05/08/2024 in BS06E. Additionally, engagement on external stakeholders made via email as per sample latest email: "<i>Hebahan Polisi Kepada Stakeholder Berdekatan</i>" by BS07E dated 26/08/2024 that includes the information on fire prevention and control measures.</p>	Complied

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Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.		
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>No land clearing since no new planting/development in all estates within BSPOM certification unit since last audit.</p> <p>Complied</p>
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: 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>Currently, an HCV assessment was conducted on all operating units within Bukit Sagu POM certification unit as per latest Report of Bukit Sagu Complex High Conservation Value (HCV) & Biodiversity Assessment; Prepared by: Group Sustainability Department FGV Holdings Berhad; August 2024. The assessment was conducted from 29/07/2024 – 23/08/2024 with field visit on 31/07/2024 – 02/08/2024. The report indicated that the HCV re-assessment was conducted based on reference as following:</p> <ul style="list-style-type: none"> - Common Guidance for the Identification of High Conservation Values, HCVRN, 2013 - Common Guidance for the Management & Monitoring of High Conservation Values, HCVRN, 2014 - Malaysia National Interpretation for the Identification of High Conservation Values (HCV), Proforest, 2018 - Malaysia National Interpretation (MYNI) 2019 of the RSPO Principles and Criteria 2018 for Sustainable Palm Oil Production, RSPO, 2019 <p>Based on this latest HCV assessment, it was concluded there is no presence of HCV in all operating units within BSPOM certification unit. The conclusion made since the previously declared HCV area</p> <p>Complied</p>

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		was verified as potential HCV 1 area which was conserved since the area was part of the elephant periodic encircling areas. Site visit confirmed that there are no traces of elephant encroachment at the previously declared as elephant periodic encircling area.	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Currently, an HCV assessment was conducted on all operating units within Bukit Sagu POM certification unit as per latest Report of Bukit Sagu Complex High Conservation Value (HCV) & Biodiversity Assessment; Prepared by: Group Sustainability Department FGV Holdings Berhad; August 2024. The assessment was conducted from 29/07/2024 – 23/08/2024 with field visit on 31/07/2024 – 02/08/2024. The report indicated that the HCV re-assessment was conducted based on reference as following:</p> <ul style="list-style-type: none"> - Common Guidance for the Identification of High Conservation Values, HCVRN, 2013 - Common Guidance for the Management & Monitoring of High Conservation Values, HCVRN, 2014 - Malaysia National Interpretation for the Identification of High Conservation Values (HCV), Proforest, 2018 - Malaysia National Interpretation (MYNI) 2019 of the RSPO Principles and Criteria 2018 for Sustainable Palm Oil Production, RSPO, 2019 <p>Based on this latest HCV assessment, it was concluded there is no presence of HCV in all operating units within BSPOM certification unit. The conclusion made since the previously declared HCV area was verified as potential HCV 1 area which was conserved since the area was part of the elephant periodic encircling areas. These conservation areas are still managed and monitored as per</p>	Complied

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		<table><tr><td colspan="2">recommended management action plan and monitoring programs by assessor including the following:</td></tr><tr><td>Conservation area</td><td>Management action plan & monitoring programs</td></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>	recommended management action plan and monitoring programs by assessor including the following:		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	
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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										
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	No local communities have been identified in HCV areas and HCV forest within BSPOM certification unit. Hence, this indicator is not applicable.	Not Applicable								
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	Based on the HCV assessment report mentioned in Indicator 7.12.1, there was a potential RTE species i.e. elephant 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 RTE and the information about disciplinary measures were planted at many strategic places in the estate to educate the employees. Notwithstanding, samples wildlife/animals Sighting Records reported the following:	Complied								

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		<ul style="list-style-type: none"> - BS06E - Date: 15/07/2024; <i>Varanus Salvator</i> (Monitor Lizard - Least Concern (LC) status in IUCN list) - BS06E - Date: 03/08/2024; <i>Gallus gallus</i> (Least Concern (LC) in IUCN list) 	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>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 BSPOM 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.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>During the site verification, it was determined that no new land clearing had occurred, consistent with the previous year's findings. In the case of the Bukit Sagu 08 Estate's new development area in 2019, an HCVRN assessment was conducted by a consultant, and detailed information can be found in the following public report: https://www.hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia</p> <p>Noted that no land clearing has taken place without prior High Conservation Value (HCV) assessment since November 2005 or without prior HCV-HCSA (High Carbon Stock Approach) assessment since November 15, 2018. As a result, the Remediation and Compensation Procedure (RaCP) is not applicable in this context.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for **FGVPISB Bukit Sagu POM** and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2023** for **FGVPISB Bukit Sagu POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	0.86	OER	21.85
PKO	0.86	KER	5.40

Production	t/yr	Land Use	Ha
FFB Process	176,880.71	OP Planted Area	7,958.28
CPO Produced	38,650.41	OP Planted on peat	0.00
PKO Produced	9,546.01	Conservation (forested)	0.00
		Conservation (non-forested)	82.17
		Total	8,040.45

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	78,600.98	1.02	-	-	-	-	78,600.98	1.02
CO ₂ Emission from fertilizer	6,807.45	0.09	-	-	-	-	6,807.45	0.09
NO ₂ Emission	4,719.43	0.06	-	-	-	-	4,719.43	0.06
Fuel Consumption	545.78	0.01	-	-	-	-	545.78	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	- 74,500.71	- 0.97	-	-	-	-	- 74,500.71	- 0.97
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	16,172.92	0.21	-	-	24,723.00	0.32	40,895.92	0.53

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	-	-
Fuel Consumption	772.67	-
Grid Electricity Utilization	-	-
Credit		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-	-
Total	772.67	-

Summary of Kernel Crusher Emission and Credit (if applicable)

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

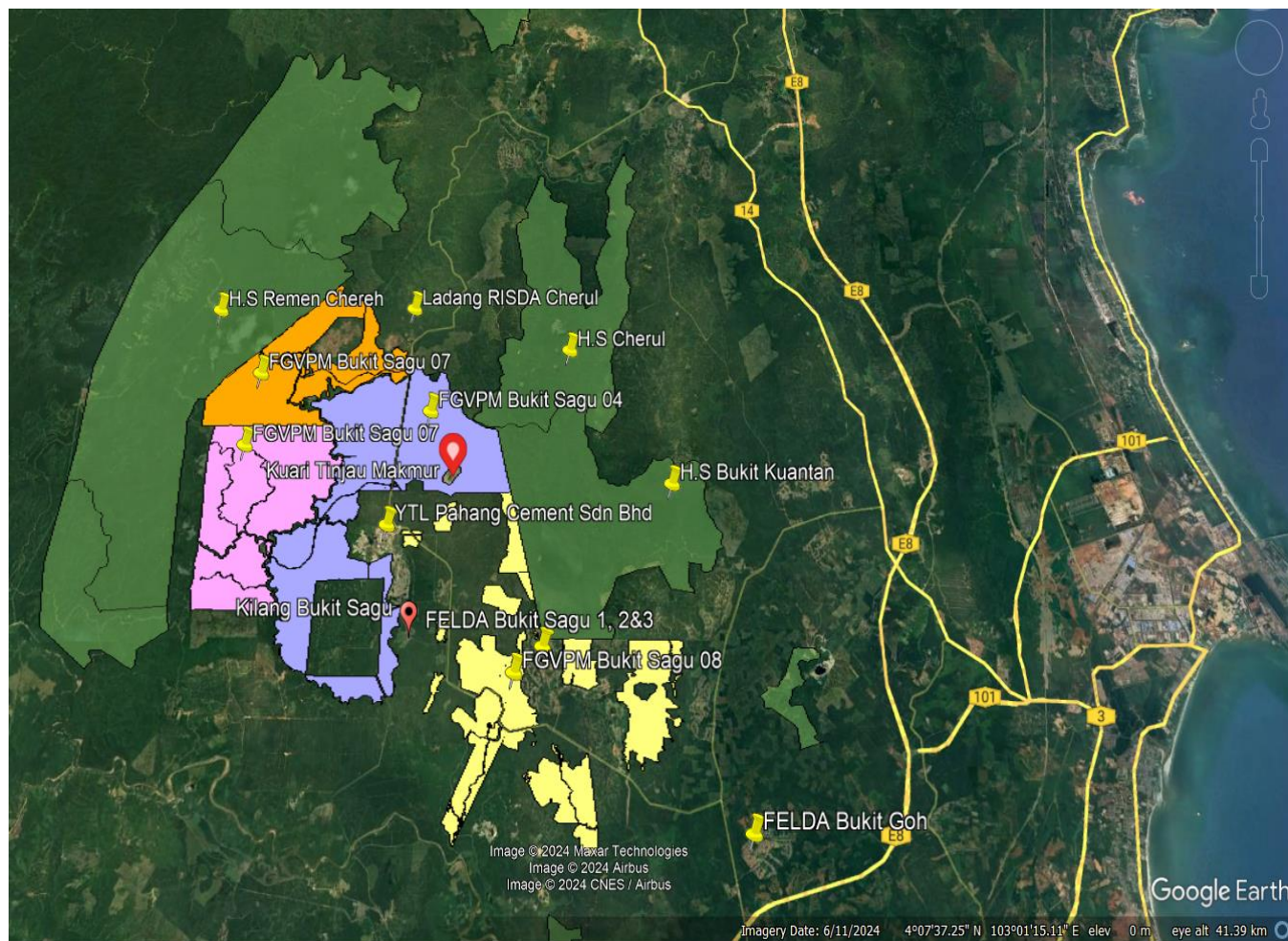
*This mill has no kernel crusher operation.

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

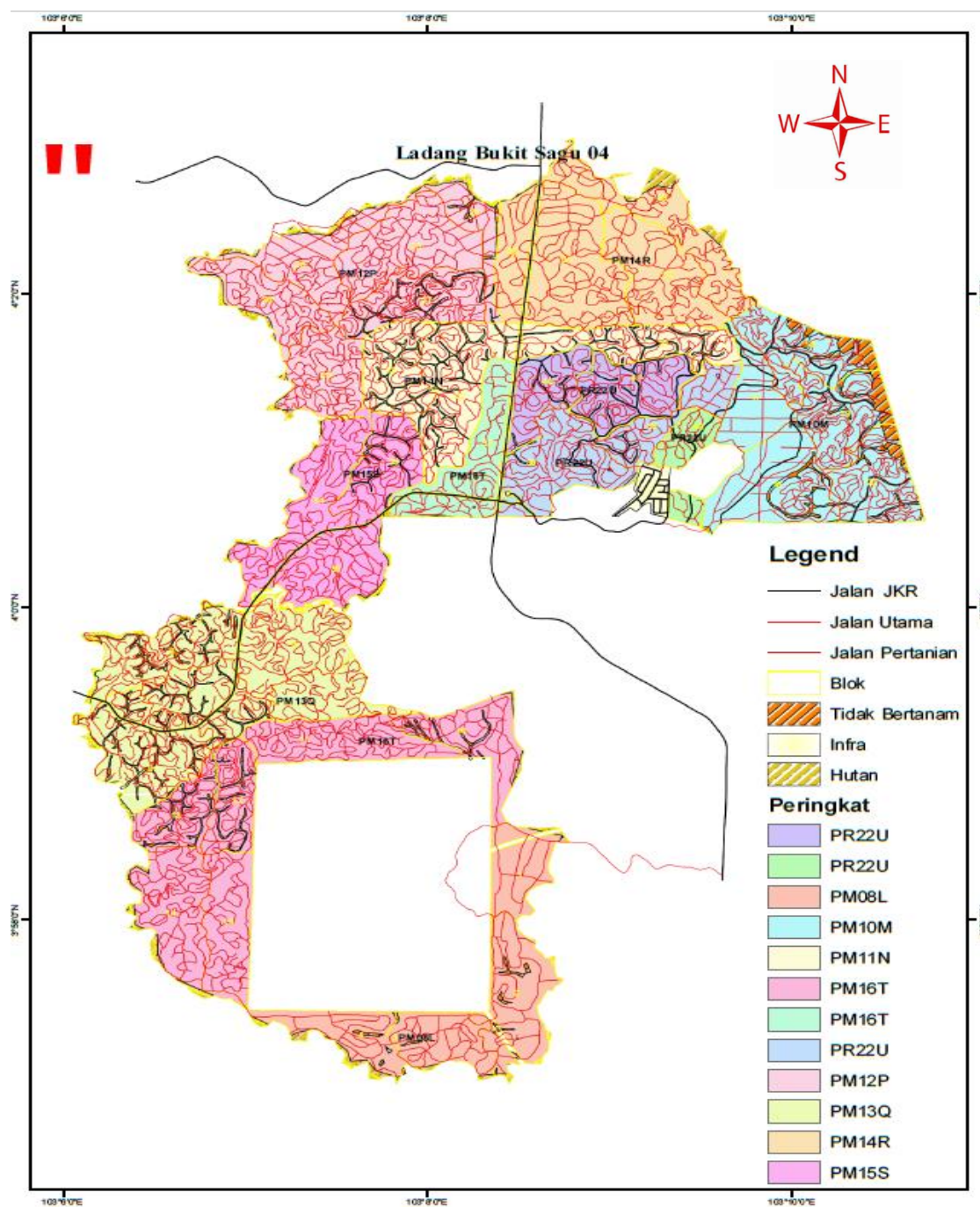
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100.00
Divert to methane captured (flaring) (%)	-
Divert to methane captured (energy generation) (%)	-

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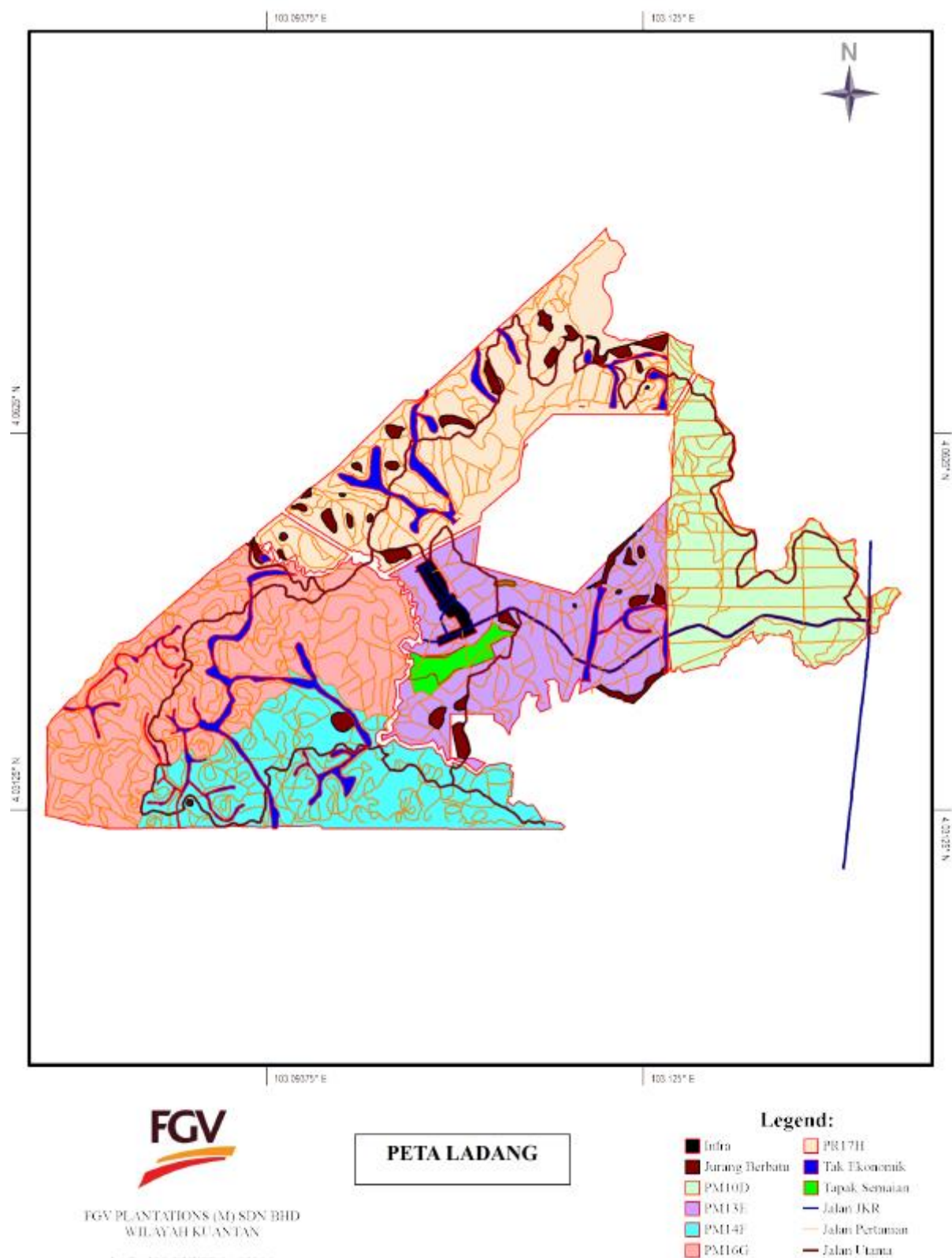
Appendix C: Location Map of Certification Unit and Supply bases

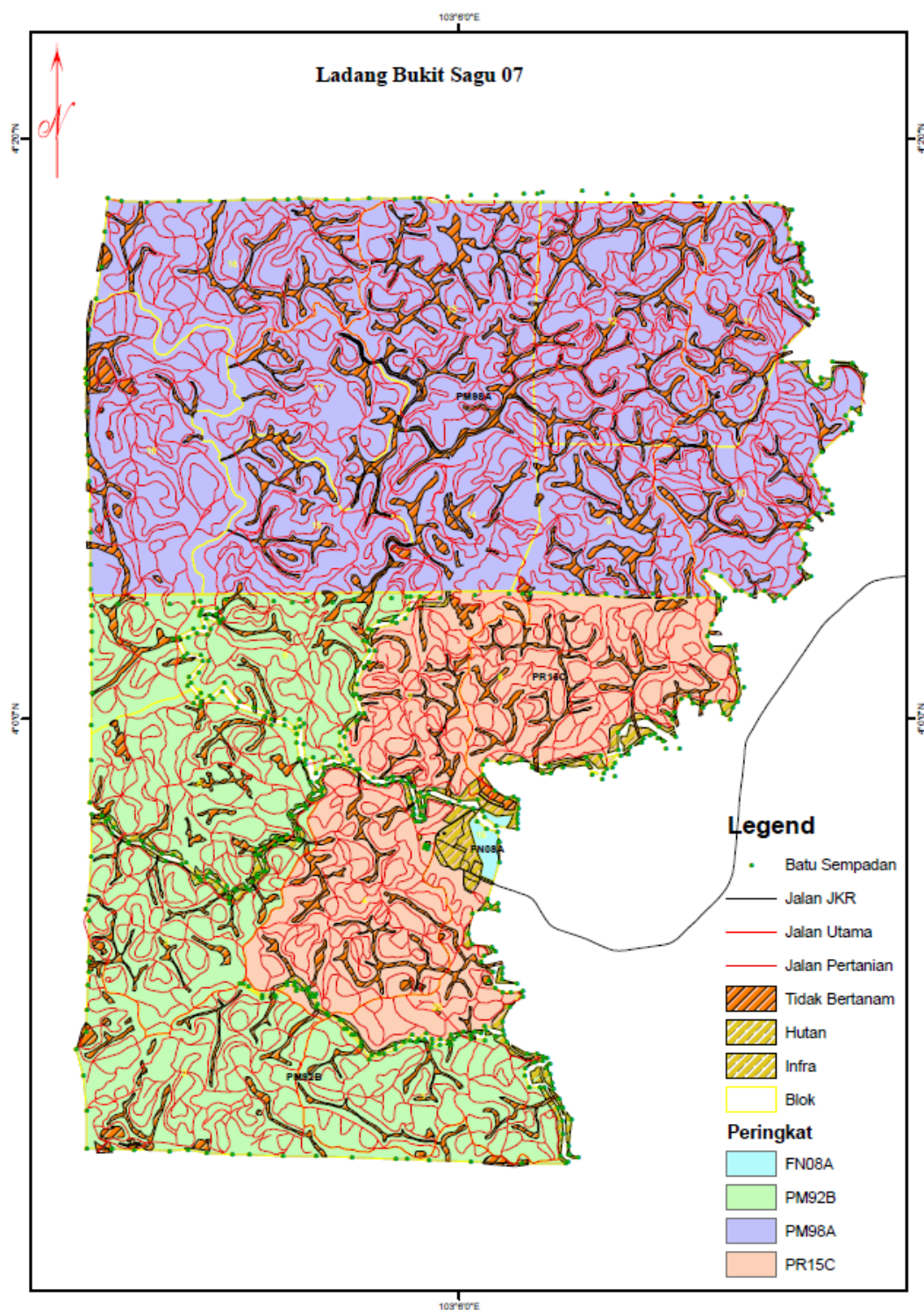


Appendix D: Estate Field Map

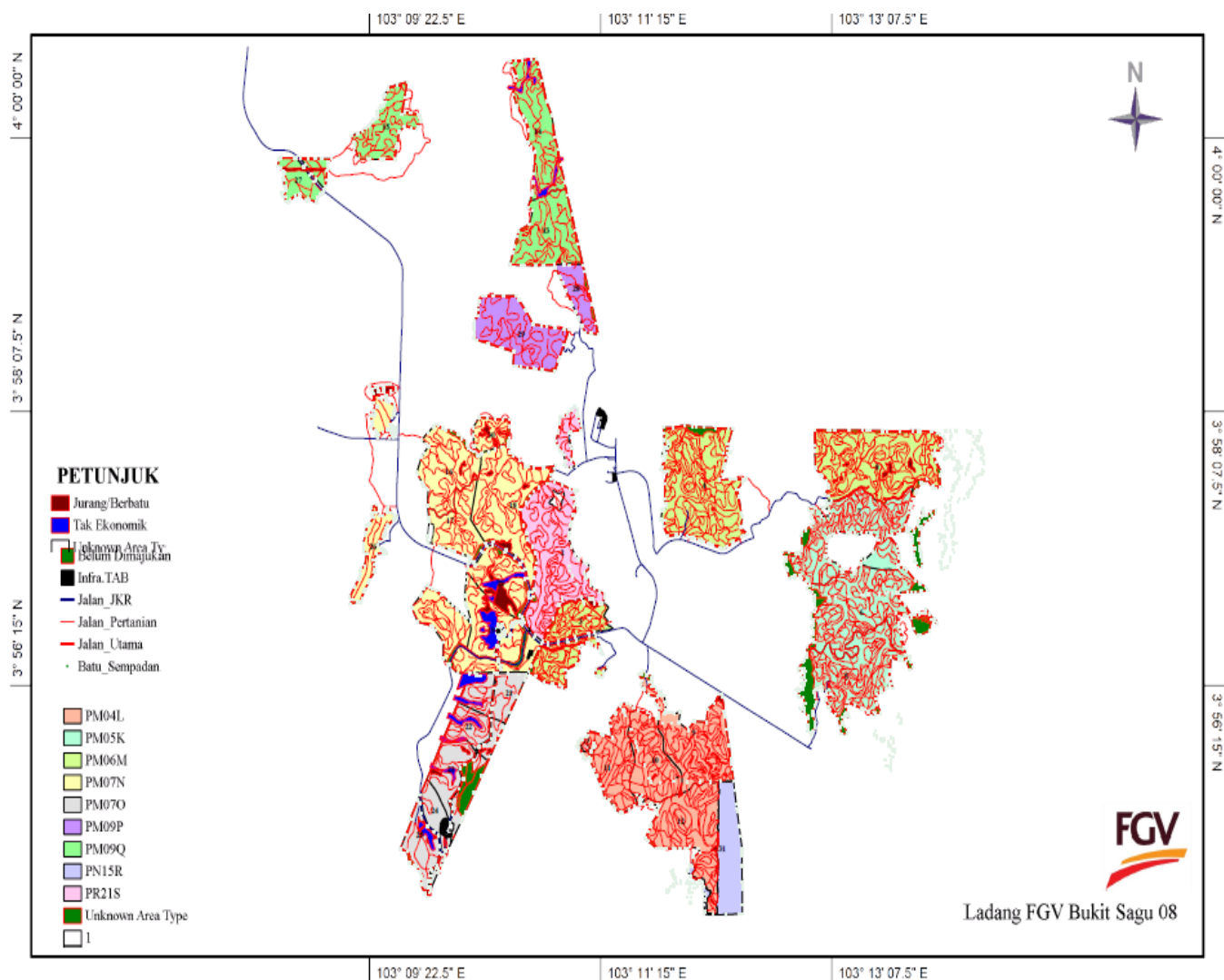
FGVPM Bukit Sagu 4

FGVPM Bukit Sagu 6



FGVPM Bukit Sagu 7

FGVPM Bukit Sagu 8



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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.									

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