

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (3)**
- Recertification Assessment** (Choose an item.)
- Extension of Scope**

<b>FGV Holdings Berhad</b>
Client company Address: Plantation Sustainability Department, Level 20 (W), Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: <b>FGV Palm Industries Sdn Bhd</b> (Bukit Sagu Palm Oil Mill) and <b>FGV Plantations (Malaysia) Sdn Bhd</b> (Bukit Sagu 04, Bukit Sagu 06, Bukit Sagu 07 & Bukit Sagu 08 Estates)
Location of Certification Unit: Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia
Date of Final Report: 6/3/2021

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## Section 1: Scope of the Certification Assessment

1. Company Details			
<b>Parent Company</b>	FGV Holdings Berhad		
<b>RSPO Membership Number</b>	1-0225-16-000-00	<b>Membership Approval Date</b>	27/12/2016
<b>Address</b>	Plantation Sustainability Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	FGV Palm Industries Sdn. Bhd. - Bukit Sagu Palm Oil Mill FGV Plantations (Malaysia) Sdn Bhd (Bukit Sagu 04, Bukit Sagu 06, Bukit Sagu 07 & Bukit Sagu 08 Estates)		
<b>Location / Address</b>	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia		
<b>Website</b>	<a href="https://www.fgvholdings.com/home/">https://www.fgvholdings.com/home/</a>		
<b>Management Representative</b>	Ameer Izyanif Bin Hamzah	<b>E-mail</b>	ameer.h@fgvholdings.com
<b>Telephone</b>	+603-2789 0497	<b>Facsimile</b>	+603-2789 0440

2. Certification Information			
<b>Certificate Number</b>	RSPO 666409	<b>Date of First Certification</b>	29/12/2017
		<b>Certificate Start Date</b>	29/12/2017
		<b>Certificate Expiry Date</b>	28/12/2022
<b>Scope of Certification</b>	Palm Oil and Palm Kernel Production		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>• Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>• Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<input type="checkbox"/> Initial Assessment <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Annual Surveillance Assessment (RA Choose an item. ; ASA 3) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards</b>	<input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil <input type="checkbox"/> Group Certification 2016 <input type="checkbox"/> RSPO Independent Smallholders Standard 2019		
<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved <input checked="" type="checkbox"/> Mass Balance		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 700744 (Mill)	MS 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 700745 (Estates)	MS 2530-3:2013 (MSPO Part 3)		
AR 3885	ISO 9001:2008	SIRIM QAS International Sdn Bhd	24/06/2021
ER 0336	ISO 14001:2004		
SR 0205	ISO 45001:2018		
EU-ISCC-Cert-IT206-1066542	ISCC	RINA	30/11/2019

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPI Bukit Sagu Palm Oil Mill	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 58' 1" N	103° 8' 51" E
FGVPM Bukit Sagu 04 Estate	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 0' 46" N	103° 9' 17" E
FGVPM Bukit Sagu 06 Estate	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 2' 46" N	103° 6' 36" E
FGVPM Bukit Sagu 07 Estate	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 59' 29" N	103° 6' 1" E
FGVPM Bukit Sagu 08 Estate	Jalan Gugusan Felde Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 57' 39" N	103° 11' 21" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Sagu 04 Estate	2,879.75	-	460.45	3,340.29	86.22
FGVPM Bukit Sagu 06 Estate	1,658.08	10.00	258.60	1,926.59	86.06
FGVPM Bukit Sagu 07 Estate	1,830.37	-	374.42	2,204.79	83.02
FGVPM Bukit Sagu 08 Estate	1,833.07	2.60	397.43	2,233.10	82.09

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<b>Total</b>	8,201.27	12.60	1,490.90	9,704.77	84.51
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\*Area changes due to resurvey activities and finalization of report by HCV assessor

<b>6. Plantings &amp; Cycle</b>							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Bukit Sagu 04 Estate	-	2,367.01	209.97	36.43	266.34	2,879.75	-
FGVPM Bukit Sagu 06 Estate	1,161.43	496.65	-	-	-	496.65	1,161.43
FGVPM Bukit Sagu 07 Estate	687.85	378.08	-	-	764.44	1,142.52	687.85
FGVPM Bukit Sagu 08 Estate	57.42	-	1,658.02	117.63	-	1,775.65	57.42
<b>Total (ha)</b>	1,906.70	3,241.74	1,867.99	154.06	1,030.78	6,294.57	1,906.70

<b>7. Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate	Tonnage / year			
	Estimated (Dec 2019 – Nov 2020)	Actual (Oct 2019 – Sep 2020)		Forecast (Dec 2020 – Nov 2021)
		Previous license period (Oct – Nov 2019)	Current license period (Dec 2019 – Sep 2020)	
FGVPM Bukit Sagu 04 Estate	48,822.00	9,235.99	41,491.33	49,722.00
FGVPM Bukit Sagu 06 Estate	14,836.00	1926.39	4,943.41	13,685.00
FGVPM Bukit Sagu 07 Estate	6,221.00	2,979.66	10,209.69	11,789.00
FGVPM Bukit Sagu 08 Estate	36,073.00	6,574.27	28,182.77	35,716.00
<b>Total</b>	105,952.00	105,543.51		110,912.00

<b>8. Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate	Tonnage / year			
	Estimated (Dec 2019 – Nov 2020)	Actual (Oct 2019 – Sep 2020)		Forecast (Dec 2020 – Nov 2021)
		Previous license period (Oct – Nov 2019)	Current license period (Dec 2019 – Sep 2020)	
	<b>N/A</b>	Previous license period (Oct – Nov 2019)	Current license period (Dec 2019 – Sep 2020)	<b>N/A</b>
Nil		N/A	N/A	

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<b>Total</b>		N/A	
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<b>9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Independent FFB Supplier</b>	<b>Tonnage / year</b>			
	<b>Estimated (Dec 2019 – Nov 2020)</b>	<b>Actual (Oct 2019 – Sep 2020)</b>		<b>Forecast (Dec 2020 – Nov 2021)</b>
	<b>N/A</b>	Previous license period (Oct – Nov 2019)	Current license period (Dec 2019 – Sep 2020)	<b>N/A</b>
Felda & FTP		13,282.71	61,447.41	
Smallholders		8,994.52	40,006.50	
<b>Total</b>		123,731.14		

<b>10. Certified Tonnage</b>				
<b>Mill Capacity: 60 MT/hr</b>	<b>Estimated (Dec 2019 – Nov 2020)</b>	<b>Actual (Oct 2019 – Sep 2020)</b>		<b>Forecast (Dec 2020 – Nov 2021)</b>
	<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
	105,952.00	Previous license period (Oct – Nov 2019)	Current license period (Dec 2019 – Sep 2020)	110,912.00
		20,716.31	84,827.20	
	<b>CPO (OER: 20.50 %)</b>	<b>CPO (OER: 20.38 %)</b>		<b>CPO (OER: 20.60 %)</b>
	21,720.16	4,221.98	17,287.78	22,847.87
	<b>PK (KER: 4.81 %)</b>	<b>PK (KER: 4.72 %)</b>		<b>PK (KER: 5.00 %)</b>
	5,096.29	977.81	4,003.84	5,545.60

<b>11. Actual Sold Volume (CPO)</b>					
<b>Current License period</b>					
	<b>RSPO Certified</b>	<b>Other Schemes Certified</b>		<b>Conventional</b>	<b>Total</b>
		<b>ISCC</b>	<b>Others</b>		
<b>CPO (MT)</b>	-	-	-	15,750.00	15,750.00
<b>Previous License period</b>					
<b>CPO (MT)</b>	-	-	-	3,130.00	3,130.00

<b>12. Actual Sold Volume (PK)</b>					
<b>Current License period</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>PK (MT)</b>	3,094.93	-	-	636.16	3,731.09
<b>Previous License period</b>					
<b>PK (MT)</b>	618.99	-	-	-	618.99

<b>13. Independent Smallholders Certification Claims</b>		
	Credit	Physical Volume (MT)
<b>IS-CSPO</b>	-	-
<b>IS-CSPKO</b>	-	-
<b>IS-CSPKE</b>	-	-



## 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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Representative: Nicholas Cheong ([Nicholas.Cheong@bsigroup.com](mailto:Nicholas.Cheong@bsigroup.com))  
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BSI is a leading global provider of management systems assessment and certification, with more than 84,000 certified locations and clients in over 180 countries. BSI Standards 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 5<sup>th</sup> -9<sup>th</sup> October 2020. 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 17 December 2020. 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. RSPO Principles & Criteria Malaysia National Interpretation 2019 for the Production of Sustainable Palm Oil was used to guide the assessment of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (and smallholders) of its supply base.

- The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula  $N = (0.8\sqrt{y}) \times (z)$  where y is the number of estates and where z is the multiplier defined by risk assessment
- As for the smallholders, the sample were determined following the RSPO Management System Requirements and Guidance for Group Certification of FFB Production (2016). The sampling of smallholders were based on the formula  $(0.8\sqrt{y}) \times (z)$ ; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix I.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each

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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 3.5.

All the previous nonconformities are remains closed. The assessment findings for the annual surveillance assessment are detailed in Section 3.4.

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

For Initial and Re-certification assessment, the report was externally reviewed by RSPO approved Certification 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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
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:** October 4, 2021 - October 8, 2021

**Total No. of Mandays:** 15 days

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**2.2 BSI Assessment Team:**

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Hafriazhar Mohd. Mokhtar	Team Leader	Hafriazhar Mohd. Mokhtar is a Chemical Engineer by qualification. He has more than five years of direct work experience in the upstream processes of palm oil within the plantation industry. He is a qualified Lead Auditor for CDM, ISO 9001, ISO 14001, ISO 45001 and ISO 50001 and has accumulated more than 1000 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Indonesia and Thailand. He has been trained in the RSPO P&C and SCCS standards since 2011 and completed his RSPO P&C and SCCS Lead Assessor courses successfully. He has been involved in RSPO audits within Malaysia, Papua New Guinea, Solomon Islands, Gabon, Nigeria and Pakistan. During this assessment, he assessed the aspects of Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements. Able to communicate in Bahasa Malaysia and English
Hu Ning Shing	Team Member	She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land & Legal issue and RSPO supply chain requirements. She is fluent in Bahasa Malaysia and English languages.
Muhamad Naquiuddin Mazeli	Team Member	He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations. During this assessment, he assessed on the aspects of Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan, Supply Chain, General Custody of Chain, Rules on Market Communications & Claims.

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**Accompanying Persons:**

Name	Role
Nil	N/A

**2.3 Assessment Plan**

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

ASA 3 Audit Plan:

Date	Time	Subjects	HMM	HNS	MNM
Sunday 4/10/2020	PM	Audit Team travel to Kuantan & Check in @ Grand Darul Makmur Hotel	✓	✓	✓
Monday 5/10/2020	0830 – 0900	Opening Meeting: <ul style="list-style-type: none"> <li>Opening Presentation by Audit team leader</li> <li>Confirmation of assessment scope and finalize</li> <li>Audit plan (including stakeholder’s consultation)</li> <li>Verification on previous audit findings</li> </ul>	✓	✓	✓
	0900 – 1230	<b>Bukit Sagu Palm Oil Mill:</b> Inspection of 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.	✓	✓	✓
	1230 - 1330	<b>Lunch</b>			
	1330 – 1630	<b>Bukit Sagu Palm Oil Mill:</b> Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.  Verify previous nonconformities.	✓	✓	✓
	1630 – 1700	Interim Closing Briefing	✓	✓	✓
	PM	Audit Team travel to Kuantan & Check in @ Grand Darul Makmur Hotel	-	-	-

Date	Time	Subjects	HMM	HNS	MNM
Tuesday 6/10/2020	0900 – 1230	<b>FGVPM Bukit Sagu 07 Estate:</b> 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	<b>Lunch</b>			
	1330 – 1630	<b>FGVPM Bukit Sagu 07 Estate:</b> Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	1630 – 1700	Interim Closing Briefing	✓	✓	✓
Wednesday 7/10/2020	0900 – 1230	<b>FGVPM Bukit Sagu 08 Estate:</b> 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.	✓	✓	✓
	1030 – 1230	<b>FGVPM Bukit Sagu 07 Estate: Meeting with stakeholders</b> (local community rep. neighbors, smallholders, workers/Union rep, vendor etc.)	-	✓	-
	1230 – 1330	<b>Lunch</b>			
	1330 – 1630	<b>FGVPM Bukit Sagu 08 Estate:</b> Document review P1 – P8: (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	✓	✓	✓

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Date	Time	Subjects	HMM	HNS	MNM
Thursday 8/10/2020	0900 – 1230	<b>FGVPM Bukit Sagu 04 Estate:</b> 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	<b>Lunch</b>			
	1330 – 1630	<b>FGVPM Bukit Sagu 04 Estate:</b> Document review P1 – P8: (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 9/10/2020	0900 – 1200	<b>FGVPM Bukit Sagu 06 Estate:</b> 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.	✓	✓	✓
	1200 – 1400	<b>Lunch &amp; Friday Prayer</b>			
	1400 – 1600	<b>FGVPM Bukit Sagu 06 Estate:</b> Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓
	1600 – 1630	Audit team discussion & findings preparations	✓	✓	✓
	1630 – 1700	Closing Meeting <ul style="list-style-type: none"> <li>• Presentation of report by BSI Lead Auditor &amp; acceptance of findings by FGV</li> </ul>	✓	✓	✓

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Major NC Close-out Verification Plan:

Date	Time	Subjects	Hafri
Thursday	AM	Travel to Kuantan	✓
17/12/2020	13:30 – 14:00	Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).</li> </ul>	✓
	14:00 – 16:30	<b>Bukit Sagu Palm Oil Mill &amp; Estate</b> verify the effectiveness of corrective action with evidence of implementation and close of following Major NCs: i) 1966918-202009-M1 ii) 1966918-202009-M2 iii) 1966918-202009-M3 iv) 1966918-202009-M4	✓
	16:30 – 17:00	Closing meeting	✓

### Section 3: Assessment Findings

#### 3.1 Normative requirement applied for this assessment:

- FGV Holdings Berhad Multiple Management Units / Time Bound Plan
- RSPO Principle and Criteria (P&C) 2018 for the Production of Sustainable Palm Oil
- RSPO Group Certification Standard 2016
- Malaysia National Interpretation 2019 for RSPO P&C 2018
- Independent Smallholder Standard 2019

#### 3.2 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the plan include all current subsidiaries, estates and mills that is under the control of the holding company?	Yes. Please refer Appendix B for details of the mills and estates within FGV Holdings Berhad Group.	Complied
Have all the estates and mills certified within five years after obtaining RSPO membership?	No. This was due to the decision by the Complaints Panel (CP) of the Roundtable on Sustainable Palm Oil (RSPO) to re-suspend the certification of FGV's Serting Mill Complex, and to suspend all certification processes for currently uncertified FGV mills. This decision was communicated to FGV on 13 <sup>th</sup> January 2020. FGV on the other hand has submitted its appeal to the RSPO on 3 <sup>rd</sup> April 2020. However, as of the date of the assessment, the suspension still persists and all currently uncertified FGV mills had involuntarily missed the target to get certified within five years period after obtaining RSPO membership. Details of mills complex affected are shown in Appendix B.	No
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three-year from the date of acquisition. Certification plan for the new acquisition shall be available.	No new acquisitions since the last audit. The previous acquisitions involved Asian Plantations Ltd which was announced since April 2017, hence, certifications plan made available for the acquired unit to be certified within 2020. However, due to the above, the plan has been postponed to a later date until the suspension relief.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, as above, changes to the time-bound plan were mainly due to suspension. The latest available ACOP 2019 report has reflective of specific justification that the certification processes have been delayed by compliance on human rights issues which take time to be resolved.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No any isolated lapses in implementation of the plan except the involuntarily suspension of certification plan for uncertified mills complex due to the above.	- No Minor NC raised since it is the



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		RSPO CP decision.																											
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 <b>Major</b> non-compliance shall be raised	No any fundamental failure to proceed with implementation of the plan except the involuntarily suspension of certification plan for uncertified mills complex due to the above.	- No Major NC raised since it is the RSPO CP decision.																											
<b>Un-Certified Units or Holdings</b>																													
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> <li>• Primary forest.</li> <li>• Any area required to maintain or enhance HCVs in accordance with RSPO P&amp;C criterion 7.3.</li> </ul>	No replacement after November 2005 that involved primary forest of any area required to maintain or enhance HCVs.	Complied																											
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	<p>New plantings since January 1<sup>st</sup> 2010 involved the following areas:</p> <table border="1"> <thead> <tr> <th>Area</th> <th>ha</th> <th>Status</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>FGVPM Tembangau 05 Estate</td> <td>45.84</td> <td>HCVRN Closed – no go</td> <td rowspan="4"><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></td> </tr> <tr> <td>FGVPM Chegar Perah 02 Estate</td> <td>59.84</td> <td>HCVRN Closed – Proceed with land clearing. Did not go NPP as this is certified area.</td> </tr> <tr> <td>FGVPM Selendang 03 Estate</td> <td>97.14</td> <td></td> </tr> <tr> <td>FGVPM Bukit Sagu 08 Estate</td> <td>61.54</td> <td></td> </tr> <tr> <td>Tawai 01 Estate</td> <td>2,740.11</td> <td rowspan="2">Date Final published on 20 January 2020 - not proceed with NPP. The area will be planted with other crop</td> <td rowspan="2"><a href="https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/">https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/</a></td> </tr> <tr> <td>Tawai 02 Estate</td> <td>2,745.58</td> </tr> <tr> <td>Asian Plantation Limited (APL)</td> <td>25,325.0</td> <td>HCVRN Closed - proceed with planting subjected to HCSA report for Grand Performance.</td> <td><a href="https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/">https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/</a></td> </tr> </tbody> </table>	Area	ha	Status	Reference	FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	<a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a>	FGVPM Chegar Perah 02 Estate	59.84	HCVRN Closed – Proceed with land clearing. Did not go NPP as this is certified area.	FGVPM Selendang 03 Estate	97.14		FGVPM Bukit Sagu 08 Estate	61.54		Tawai 01 Estate	2,740.11	Date Final published on 20 January 2020 - not proceed with NPP. The area will be planted with other crop	<a href="https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/">https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/</a>	Tawai 02 Estate	2,745.58	Asian Plantation Limited (APL)	25,325.0	HCVRN Closed - proceed with planting subjected to HCSA report for Grand Performance.	<a href="https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/">https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/</a>	Complied
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	<p>No issue in the uncertified area (Tawai 01, Tawai 02 &amp; APL) since the new planting was cancelled for Tawai 01 &amp; Tawai 02 and not proceed yet for APL.</p> <p>For current certified area which involved estate within Bukit Sagu Palm Oil Mill Complex i.e. FGVM Bukit Sagu 08 Estate, no NPP required since Scenario 5 of NPP (new plantings within an RSPO-certified management unit) applies. However, there are findings raised in indicator 3.4.3 requirements as per section 3.4 Details of Nonconformities and in Appendix A checklist.</p>	
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 2.2, 6.4, 7.5 and 7.6.	Based on RSPO RACP tracker updated 1 November 2019, no any land conflicts issue reported within FGV Holdings Berhad except for the parent company of FGV ie. Felda with a total of 7 Management Units with potential liability and all 7 LUCAs been submitted and completed its review.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.	No labour dispute reported in the uncertified units.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No legal non-compliance reported in the uncertified units.	Complied
Did the company conduct internal audit against the uncertified management units requirement? If yes, a positive assurance statement shall be available.	Yes. As part of the RSPO P&C compliance, internal audit has been conducted at the uncertified units. Report of improvement was provided for site's further improvement.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes. Stakeholders including NGO were consulted in the uncertified units.	Complied

**3.3 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>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</p>	<p>No scheme smallholders and/or scheme outgrowers involved within FGV certification units. Hence, this requirement is not applicable.</p>	n/a

major NC if this requirement is not met after three years.		
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### 3.4 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 four (4) Critical and three (3) Minor nonconformities raised. The 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			
<b>NCR Ref #</b>	1966918-202009-M1	<b>Clause &amp; Category (Critical / Minor)</b>	2.3.1 (Critical)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	7/1/2021
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	17/12/2020
<b>Statement of Nonconformity:</b>	Not all required information for directly sourced FFB had been collated.		
<b>Requirement Reference:</b>	For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> <li>Information on geo-location of FFB origins</li> <li>Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>One or more supporting documents for claims</li> <li>Valid MPOB license</li> </ul>		
<b>Objective Evidence:</b>	Bukit Sagu POM: MPOB license for the following estates are not available during time of audit. <ul style="list-style-type: none"> <li>Felda Bukit Sagu 01</li> <li>Felda Bukit Sagu 03</li> <li>Felda Bukit Kuantan</li> <li>Felda Cherul 2</li> <li>Ladang Cherul 03</li> </ul> Besides, information on geo-location of FFB origins, evidence of ownership status was not available.		
<b>Corrections:</b>	Provide proof of FFB source verification documents from authorized suppliers by providing complete information such as MPOB license, geolocation and land title verification status.		
<b>Root Cause Analysis:</b>	Lack of cooperation from FFB suppliers for action to provide a complete supplier information requirements and staff responsible for continuous updating of supplier		

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	information such as copy of updated MPOB license, geolocation and land title verification status for all direct suppliers.
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• Appoint a responsible staff to obtain complete information for all FFB suppliers directly.</li> <li>• The factory management issues a notification letter or holds a meeting with all FFB suppliers to inform the need to provide a copy of the information updated.</li> <li>• Provide a specific file for each supplier that has a complete list of required information provided.</li> <li>• Provide a record format for monitoring and updating supplier information is always provided.</li> </ul>
<b>Assessment Conclusion:</b>	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> <li>• Complete documents of MPOB license, GPS of FFB origins and evidence of ownership of related suppliers i.e. Felda Bukit Sagu 01, Felda Bukit Sagu 03, Felda Bukit Kuantan, Felda Cherul 2 &amp; Ladang Cherul 03</li> <li>• Appointment letter of responsible staff to obtain complete information for all FFB suppliers directly dated 1/12/2020</li> <li>• Memo to all FFB external FFB suppliers for meeting dated 10/12/2020</li> <li>• Complete filing systems for all external FFB suppliers with information of MPOB license, GPS of FFB origins and evidence of ownership</li> <li>• Excel spreadsheet monitoring table of "<i>Senarai Semakan Sijil MPOB, Pengesahan Tanah &amp; Maklumat Geolokasi</i>"</li> </ul> <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 17/12/2020.</p>

Non-conformity														
<b>NCR Ref #</b>	1966918-202009-M2	<b>Clause &amp; Category (Critical / Minor)</b>	6.2.1 (Critical)											
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	7/1/2021											
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	17/12/2020											
<b>Statement of Nonconformity:</b>	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions were not implemented effectively.													
<b>Requirement Reference:</b>	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.													
<b>Objective Evidence:</b>	<p>Bukit Sagu POM, Bukit Sagu Estate 04 and Bukit Sagu Estate 06:</p> <p>Sampled payslips for contractor's workers found that they were not paid two days' wages at the ordinary rate of pay for work on public holiday and two days' wages for work on rest day.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">I/C or Passport No.</th> <th style="width: 30%;">Date of Work</th> <th style="width: 10%;"></th> <th style="width: 30%;">Operating Unit</th> </tr> </thead> <tbody> <tr> <td>930324-06-54XX</td> <td>01/05/2020</td> <td>(Public</td> <td rowspan="2">Bukit Sagu POM</td> </tr> <tr> <td>010710-06-05XX</td> <td>Holiday)</td> <td></td> </tr> </tbody> </table>			I/C or Passport No.	Date of Work		Operating Unit	930324-06-54XX	01/05/2020	(Public	Bukit Sagu POM	010710-06-05XX	Holiday)	
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930324-06-54XX	01/05/2020	(Public	Bukit Sagu POM											
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920113-06-57XX		
891209-06-52XX		
010724-06-03XX		
970414-06-57XX	01/05/2020 (Public Holiday) 05/06/2020, 12/06/2020, 19/06/2020 and 26/06/2020 (Rest Day Work)	
AT 768921	20/08/2020 (Public Holiday) 28/08/2020 (Rest Day)	Bukit Sagu Estate 06
C 2726702	07/08/2020 (Rest Day) 20/08/2020 (Public Holiday)	
840826-03-54XX	20/08/2020 (Public Holiday) 31/08/2020 (Public Holiday)	Bukit Sagu Estate 04

Bukit Sagu Estate 08 and Bukit Sagu Estate 06:

Sampled the payslip for the workers below found that they did not achieve Minimum Wage Order 2019 and 2020.

Employee No.	Month	Wages	Operating Unit
FW 06290765	March 2020	RM 1,112.43	Bukit Sagu Estate 08
FW 06290960	September 2020	RM 1,076.84	Bukit Sagu Estate 08
FW 03680817	January 2020	RM 1,090.00	Bukit Sagu Estate 06
FW 03680970	September 2020	RM 1,185.68	Bukit Sagu Estate 06
FW 03681007	September 2020	RM 1,180.57	Bukit Sagu Estate 06

Besides, the work permits for the following contractors' workers were found expired.

Bukit Sagu Estate 06:

Permit No.:	Date Expiry
PE 7307682	16/04/2020

	PE 7307759	12/03/2020	
<b>Corrections:</b>	Provide the mechanism to monitoring compliance of employment for estate and contractor workers updated every month for immediate corrective action.		
<b>Root Cause Analysis:</b>	<p>i) The issue of contractors not paying work on public holidays and rest day at Bukit Sagu POM, Bukit Sagu 04 Estate and Bukit Sagu 06 Estate: No employment monitoring mechanism for contractor employees is implemented and the appointment responsible staff to monitoring and enforcing legal requirements to the contractor subsequently continuous communication is implemented with the contractor to convey information on compliance requirements.</p> <p>ii) The issue of workers did not achieve Minimum Wage Order 2020 at Bukit Sagu 08 Estate and Bukit Sagu 06 Estate:</p> <ol style="list-style-type: none"> <li>a. Estate management does not use the new format of pay slip that separates basic salary income (minimum wage) and total gross salary that can show information of employees who do not reach minimum wages income.</li> <li>b. There is no mechanism to monitoring workers' wages every month for immediate action to workers who do not reach the minimum wages.</li> <li>c. Estate officers do not update employee income data on a weekly basis resulting in no action has taken to increase income and productivity in the next week to achieve the minimum wage.</li> </ol> <p>iii) The issue of contractors' workers permit of works were found expired at Bukit Sagu Estate 06: Weaknesses in management in updating the copy of the contractor employee documentation. The employee is a legal employee and the working permit has been renewed by the contractor but a copy cannot be provided during the audit because the contractor working out of the area to submit a copy of the permit.</p>		
<b>Corrective Actions:</b>	<p><u>Bukit Sagu POM, Bukit Sagu Estate 04 and Bukit Sagu Estate 06:</u></p> <ol style="list-style-type: none"> <li>1. Provide a summary of wages record format of the contractor's by monthly reviewed by the estate management as a mechanism to monitoring the employment of contractor in compliance with the law.</li> <li>2. Appoint the responsible officers, to preparing monthly summary wages records for contractor employees and responsible to take action if it violates the law.</li> <li>3. Issues a letter of instruction to the contractor for compliance with the Employment Act 1955 such as the employee's right to overtime pay, working day off, year leave, paid sick leave is complied with at the prescribed rate and makes payment of employee arrears.</li> <li>4. Conduct regular meetings with contractors to improve communication to convey information that need to be complied with by the contractor.</li> <li>5. Evaluate the performance of the contractor (half year / year) to assess the level of compliance and cooperation of the contractor in complying with all legal aspects required whether recommended for extension or termination of contract by the farm management to the Contract Procurement Department.</li> </ol>		

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	<p>6. Proof of payment to employee salary repayment for the rate of payment of work on public holidays and rest day.</p> <p><u>Bukit Sagu Estate 08 and Bukit Sagu Estate 06:</u></p> <ol style="list-style-type: none"> <li>1. The Estate management issues a letter to all staff to uses new format of payslip that separates the basic income information (minimum salary) and the total gross salary.</li> <li>2. Provide a record format of employee income summary each month to assess and monitor the income of employees who do not reach the minimum wage to appropriate action.</li> <li>3. Management issues a letter of instruction to the employment officer to prepare a record of employee employment on a weekly basis for monitoring early action.</li> <li>4. Provide training to increase staff knowledge related to legal compliance with the Minimum Wage Order 2020 and Employment Act 1955 to all estate management (Asst. Manager, Supervisor) by officers from Unit Penggajian Pekerja, Jabatan Tenaga Kerja FGVP Headquaters.</li> <li>5. Implement repayment of the minimum wage balance to all employees involved.</li> </ol> <p><u>Bukit Sagu Estate 06:</u></p> <ol style="list-style-type: none"> <li>1. Mechanism to monitoring by monthly for contractor employee management and review by estate management such as copy of passport, copy of work permit, license, employment, salary deduction, EPF, SOCSO, contract agreement</li> <li>2. Complete the documentation for each contractor employee provided.</li> </ol>
<p><b>Assessment Conclusion:</b></p>	<p>Evidence of corrections and corrective actions verified:</p> <p><u>Bukit Sagu POM, Bukit Sagu Estate 04 and Bukit Sagu Estate 06:</u></p> <ol style="list-style-type: none"> <li>1. Summary of wages record format of the contractor's for month of November 2020 reviewed and signed by the estate managers</li> <li>2. Letter of appointment dated 1/12/2020 for responsible officers in all operating units to prepare monthly summary wages records for contractor employees and responsible to take action if it violates the law.</li> <li>3. Instruction memo to the contractor for compliance with the Employment Act 1955 such as the employee's right to overtime pay, working day off, year leave, paid sick leave is complied with at the prescribed rate and makes payment of employee arrears.</li> <li>4. Meetings with contractors dated 10/12/2020 to improve communication to convey information that need to be complied with by the contractor.</li> <li>5. Performance evaluation form for contractor (half year / year) to assess the level of compliance and cooperation of the contractor in complying with all legal aspects required whether recommended for extension or termination of contract by the farm management to the Contract Procurement Department.</li> </ol>

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	<p>6. Payslip record for month of November 2020 as proof of arrears payment to employee salary repayment for the rate of payment of work on public holidays and rest day.</p> <p>7. Instruction letter dated 15/10/2020 by estates management to use new format of payslip that separates the basic income information (minimum salary) and the total gross salary.</p> <p>8. Excel spreadsheet record format of employee income summary for month of October and November 2020 for monitoring of income for employees who do not reach the minimum wage to appropriate action.</p> <p>9. Records of legal compliance with the Minimum Wage Order 2020 and Employment Act 1955 training conducted to all estate management (Asst. Manager, Supervisor) by officers from Unit Penggajian Pekerja, Jabatan Tenaga Kerja FGVPM Headquarters dated 1/12/2020</p> <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 17/12/2020.</p>
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Non-conformity			
<b>NCR Ref #</b>	1966918-202009-M3	<b>Clause &amp; Category (Critical / Minor)</b>	6.2.4 (Critical)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	7/1/2021
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	17/12/2020
<b>Statement of Nonconformity:</b>	Condition of the housing compound was unsatisfactory.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<p><u>Bukit Sagu Estate 07:</u></p> <p>During site visit to housing area found that the following issue:</p> <ul style="list-style-type: none"> <li>• House No.: BS7-RP-12/04 – drainage broken behind the house, septic tank cover was missing, drainage clogged.</li> <li>• House No.: BS7-RP-15/04 – contractor's lorry was parking beside the house with oil spillage signage noted. Rubbish was scattered behind the house. Lubricant containers and chemical container were found kept outside the house.</li> </ul> <p>These issues were not captured in the line site inspection that last carried out on 3rd week of September 2020.</p>		



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	<p><u>Bukit Sagu Estate 04:</u> During site visit to housing area found that following issues:</p> <ul style="list-style-type: none"> <li>• House No.: R.P 6/94 – Broken roof and trashes scattered in front the house.</li> <li>• Contractor ex-workshop – Used tyres, broken tractors and lorries, broken parts and empty chemical container were found in the line site area. Sign of burning and oil spillage was noted.</li> </ul>
<b>Corrections:</b>	Provide the mechanism to monitoring compliance of employment for estate and contractor workers updated every month for immediate corrective action.
<b>Root Cause Analysis:</b>	<ul style="list-style-type: none"> <li>• The existing employee housing monitoring form provided is not comprehensive for more stringent housing environment monitoring for contractor housing.</li> <li>• Lack of enforcement and awareness among contractor employees in maintaining cleanliness and managing waste (chemical bins) according to proper methods, contractor vehicle and workshops that do not maintain cleanliness and environmental pollution control for waste produced and open burning prohibition.</li> </ul>
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• Improvement of existing employee housing monitoring forms record by including environmental monitoring such as environmental cleanliness from garbage, drainage, chemical containers, work equipment and environmental pollution from vehicle oil spills and open burning.</li> <li>• Provide a designated place for contractor to parking vehicle for safety and manage to control pollution is implemented (machinery oil spill).</li> <li>• Conducting monitoring of employee housing using the latest format form and recommendations for corrective action taken in the form including for housing leased to contractors.</li> <li>• Launch a weekly hygiene and practice campaign program implemented by the estate management together with all staff and employees.</li> <li>• Discussions with the contractor for action to disposal of the construction of existing workshop within a specified period of planning.</li> <li>• Directing contractors to carry out cleaning and waste disposal work to control environmental pollution in residential areas and vehicle workshops</li> </ul>
<b>Assessment Conclusion:</b>	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> <li>• Visit to respective housing areas to see improved conditions</li> <li>• Sample housing inspection records dated 15/11/2020 using improved inspection form</li> <li>• Layout plan of housing area for contractor to park vehicle safely and cleanly</li> <li>• Records of hygiene and practice campaign program implemented by the estate management together with all staff and employees dated 1/12/2020.</li> <li>• Records of discussions with the contractor for action to disposal of the construction of existing workshop within a specified period of planning.</li> <li>• Instruction memo to contractors dated 10/10/2020 to carry out cleaning and waste disposal work to control environmental pollution in residential areas and vehicle workshops</li> </ul> <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 17/12/2020.</p>

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Non-conformity			
<b>NCR Ref #</b>	1966918-202009-M4	<b>Clause &amp; Category (Critical / Minor)</b>	3.4.3 (Critical)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	7/1/2021
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	17/12/2020
<b>Statement of Nonconformity:</b>	The social and environmental management and monitoring plan found insufficiently implemented, reviewed and updated regularly		
<b>Requirement Reference:</b>	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
<b>Objective Evidence:</b>	<p><u>Bukit Sagu 08 Estate:</u></p> <p>Based on the Environmental Impact Assessment Report for Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation in Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd. (FGVPMSB) Bukit Sagu 8, Kuantan, Pahang, the environmental management and monitoring plan as per required mitigation measures identified from the assessment were found insufficiently implemented, reviewed and updated regularly for impacts mainly in land preparation, field establishment and post development stages.</p>		
<b>Corrections:</b>	Implement the mitigation action as recommended in EIA Report for the new development area.		
<b>Root Cause Analysis:</b>	The Estate management does not appoint an environmental officer who is responsible for helping to monitor the environmental action plan for the new planting work approved because based on the letter from DOE stating that there is no need to implement the plan.		
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• Appoint of an environmental officers at the estate management level to carry out monitoring of new development work based on the EIA plan and the development schedule implemented.</li> <li>• The Department of Sustainability Headquarters will issue a letter to the Operations Department FGVP of the replanting unit to provide views and advisory services related to EIA requirements before new development work begins.</li> <li>• Prepare an environmental action plan and update information on the progress of development work carried out every 6 months.</li> </ul>		
<b>Assessment Conclusion:</b>	<p>Evidence of corrections and corrective actions verified:</p> <ul style="list-style-type: none"> <li>• Visit to respective areas to see implemented mitigation actions completed</li> <li>• Letter of appointment dated 15/10/2020 for monitoring of action plans</li> <li>• Memo by HQ Department of Sustainability dated 15/10/2020 to Operations Department FGVP for advisory services related to new development</li> <li>• Updated environmental action plan dated 15/10/2020 for progress in new development area</li> </ul> <p>Evidence of corrections and corrective actions taken confirmed the CAP proposed were effective to address the issue. Hence, Critical NC was closed on 17/12/2020.</p>		

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Non-conformity			
<b>NCR Ref #</b>	1966918-202009-N1	<b>Clause &amp; Category (Critical / Minor)</b>	2.3.2 (Minor)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	Next audit (ASA 4)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	Open
<b>Statement of Nonconformity:</b>	Not all required information for indirectly sourced FFB had been collated.		
<b>Requirement Reference:</b>	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.		
<b>Objective Evidence:</b>	<u>Bukit Sagu POM:</u> Information on geo-location of FFB origins, evidence of ownership status for all the indirectly sourced FFB suppliers was not available.		
<b>Corrections:</b>	Updating actions based on the action plan issued by the FFB Purchase Department headquarters for the completed collect of information required for all FFB suppliers provided.		
<b>Root Cause Analysis:</b>	The action to preparing the geolocation information, MPOB license and verification of land ownership status from indirect FFB suppliers such as dealers / external supplier is conduct by the FFB Purchase Department at the headquarters in stages of progress.		
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>Refer to the FFB Purchase Department headquarters for information collection status from indirect suppliers provided.</li> <li>Updating filing information for supplier geolocation, MPOB license and land ownership verification for all FFB suppliers.</li> </ul>		
<b>Assessment Conclusion:</b>	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

Non-conformity			
<b>NCR Ref #</b>	1966918-202009-N2	<b>Clause &amp; Category (Critical / Minor)</b>	3.3.2 (Minor)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	Next audit (ASA 4)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	Open
<b>Statement of Nonconformity:</b>	Sighted the mechanism check consistent implementation of procedure was not in place.		
<b>Requirement Reference:</b>	A mechanism to check consistent implementation of procedures is in place.		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>Found the implementation of SOP Prosedur Kerja Selamat (Prosedur Menarik Pasir Di bawah Dapur Boiler) SOP No. FPI-PK-108 dated 4/4/2017 was not been followed such as not using Hi-Cut Safety shoes, apron and face shield was sighted during site visit.</li> </ul>		

	<ul style="list-style-type: none"> <li>• SOP; FGVP/L3/GPK-010 dated 1/2/2020 under 6.3.1.4 To ensure workers wearing a suitable PPE was not been followed in BS04, sighted spraying workers was not wearing goggle during spraying.</li> <li>• In BS08, SOP; FGVP/L3/GPK-011 dated 1/2/2020 under point 6.1.2 to give and ensure PPE was wear and in good condition was not been followed, sighted workers not wearing proper mask during fertiliser application.</li> </ul>
<p><b>Corrections:</b></p>	<p>Action to ensure that all employees are protected by safety while doing work with the identification of PPE recommendations properly supplied and used by employees while working.</p>
<p><b>Root Cause Analysis:</b></p>	<ul style="list-style-type: none"> <li>• During field visits, the condition of the boiler kitchen door is not tightly close causing a risk of fire sparks to employees who require specific risk control assessments and specific maintenance control measures or PPE. The SOP reference stated by the auditor is related to the work of pulling sand under the boiler which is not a routine work only carried out once a week, therefore the PPE stated is not the main requirement of PPE for the entire work at the boiler station because of the low risk if the boiler door is tightly closed.</li> <li>• Spraying workers have been provide with complete PPE equipment including goggle eye protection, inappropriate PPE goggle condition disturbs vision (foggy) which makes it difficult for working.</li> <li>• All fertilizer workers were provided with PPE mask N95 and evidence was recorded, during the field visits the workers carried two types of PPE with is mask N95 and face mask are always worn for infectious disease control. There were two employees wearing face masks who did not replace with PPE N95 masks because they felt that the PPE was sufficient to be used for the job.</li> </ul>
<p><b>Corrective Actions:</b></p>	<p>Issue of implementation of SOP at Bukit Sagu POM:</p> <ul style="list-style-type: none"> <li>• POM management needs to carry out a review of HIRADC risk assessment for work activities at boiler stations for determination of control while boiler kitchen door repair work is fully implemented.</li> <li>• Carry out boiler door repair maintenance to reduce the risk to boiler workers in compliance with the prescribed work SOP.</li> <li>• Record of risk control training and provision of PPE to boiler staff before repair work is completed.</li> </ul> <p>Issue of implementation of SOP at Bukit Sagu 04:</p> <ul style="list-style-type: none"> <li>• The estate management conduct a re-evaluation of the PPE equipment supplied for the investigation of workers' grievances related to PPE causing discomfort and disruption of work is carried out and then temporary action is taken as appropriate until it is taken full action.</li> <li>• The estate management supplies suitable goggle eye protection and has been tested by workers can be used without disturbing vision (foggy).</li> </ul> <p>Issue of implementation of SOP at Bukit Sagu 08:</p> <ul style="list-style-type: none"> <li>• Prepare a checklist that will be implemented by the officer before starting work to ensure that all employees wear the recommended PPE.</li> <li>• The action of issuing a reminder letter to the officer for enforcement instructions and ensuring that the employee wears a complete PPE as recommended</li> </ul>
<p><b>Assessment Conclusion:</b></p>	<p>CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.</p>

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Non-conformity			
<b>NCR Ref #</b>	1966918-202009-N3	<b>Clause &amp; Category (Critical / Minor)</b>	7.11.3 (Minor)
<b>Date Issued</b>	9/10/2020	<b>Due Date</b>	Next audit (ASA 4)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	Open
<b>Statement of Nonconformity:</b>	Engagement with adjacent stakeholders on fire prevention and control measures was insufficient		
<b>Requirement Reference:</b>	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		
<b>Objective Evidence:</b>	Evidence that the unit of certification engages with adjacent stakeholders on fire prevention and control measures were not available		
<b>Corrections:</b>	Enhancing communication with stakeholders for integrated action to prevent open burning activities and joint control actions need to be implemented.		
<b>Root Cause Analysis:</b>	There should be a meeting program with all FFB suppliers implemented at the POM and estate level but it was postponed due to movement control and prevent infectious diseases by government.		
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>POM and estate management will implement appropriate methods in providing information related to fire prevention action plans to nearby stakeholders and FFB suppliers using registered mail or email.</li> <li>Obtain a copy of the signature of the joint commitment from all stakeholders and FFB suppliers involved in the Plan of control measures and fire prevention in agricultural practices.</li> </ul>		
<b>Assessment Conclusion:</b>	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

Opportunity for Improvements	
OFI #	Description
Nil	n/a

Positive Findings	
PF #	Description
PF 1	Good social contributions as per external stakeholders' feedbacks.

**3.4.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity
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<b>NCR Ref #</b>	1838950-201906-M1	<b>Clause &amp; Category (Critical / Minor)</b>	6.5.1 (Major)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	23/12/2019
<b>Statement of Nonconformity:</b>	Pay and conditions of the checkroll workers and contractors' workers were not in accordance to the regulations.		
<b>Requirement Reference:</b>	Documentation of pay and conditions shall be available.		
<b>Objective Evidence:</b>	<p><u>Bukit Sagu POM:</u> Document reviewed on the payslip for September 2019 for the contractor's workers (Graders &amp; Sorters) in Bukit Sagu POM found that no EPF contribution was made to the workers. Besides, the workers have worked on half day of public holiday but no two days' wages were given to the workers.</p> <p><u>Bukit Sagu 04 Estate:</u> There are 2 contractor's workers (Impian Jaya) working in Bukit Sagu 04 Estate. Interviewed with the contractor's workers found that they were not paying double or triple if worked on rest day and public holiday.</p> <p>Document reviewed on the payslips and "Borang Berat Timbangan Penghasilan (BBTP-010) – Penyelia" found that the workers have worked on the following rest days and public holidays without paying the rate as per the Employment Act 1955.</p> <p>Passport No. Date WDR &amp; Tonnage Date WPH &amp; Tonnage Field No. B 1957333 6/9/2019 – 8.56 MT 9/9/2019 – 7.55 MT 11N 13/9/2019 – 6.20 MT 20/9/2019 – 7.22 MT 27/9/2019 – 16.55 MT B 4583576 6/9/2019 – 8.56 MT 9/9/2019 – 7.55 MT 11N 13/9/2019 – 6.20 MT 20/9/2019 – 7.22 MT 27/9/2019 – 16.55 MT B 4583576 6/9/2019 – 8.18 MT 9/9/2019 – 15.64 08 L 13/9/2019 – 7.85 MT 20/9/2019 – 8.14 MT 27/9/2019 – 6.67 MT</p> <p><u>Bukit Sagu 06 Estate:</u> Sampled the payslips for the checkroll workers found that they did not pay twice his ordinary rate per piece when they worked on rest day as below: Employee No.: Date of WDR FW03680809 15/3/2019 FW03680958 15/3/2019 FW03680905 15/3/2019 22/3/2019</p>		

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	<p>Besides, contractors' workers who have worked on rest day and public holiday were not paid the rate as per the Employment Act 1955.</p> <p>Crosschecked the payslips for July 2019 to September 2019 and Databank Analysis. Sampled of the payslips as below:</p> <p>Passport No. Date of WDR Date of WPH</p> <p>Syabas Ku Jaya Enterprise:</p> <p>B 2234950 5/7/2019, 12/7/2019, 2/8/2019, 16/8/2019, 23/8/2019, 30/8/2019, 13/9/2019, 20/9/2019 and 27/9/2019 30/7/2019, 31/8/2019, 9/9/2019 and 16/9/2019</p> <p>L 3038539</p> <p>B 6840424</p> <p>Nalar Gemilang:</p> <p>AT 908732 5/7/2019, 9/8/2019, 16/8/2019, 23/8/2019, 30/8/2019, 6/9/2019, 13/9/2019, 20/9/2019 and 27/9/2019 30/7/2019, 31/8/2019, 9/9/2019 and 16/9/2019</p> <p>AT 766544</p> <p>AT 768921</p> <p>C 2726702</p>
<b>Corrective Actions:</b>	Appoint person in-charge for management to ensure all contractor put relevant detail on worker salary in their pay slip by regular monitoring every 6 months by Person in charge.
<b>Assessment Conclusion:</b>	<p>During site verification the appointed person for each operating unit was available sampling on site :-</p> <p>Verification on appointment letter (02)FGVPMSB/368/RSPO/E2 dated 10 June 2019, appoint Ayyubeilysana B. Mohamad as person incharge on monitoring contractor workers payslip for Mill operating unit. In Bukit Sagu 4, appointment letter for person incharge on monitoring contractor workers payslip referred letter (06)330/RSPO-Persuratan dated 30 Oct 2019 already appoint En Nik Razubi Bin Nik Mustapha and (06)330/RSPO-Persuratan dated 30 oct 2019. The correction action plan was close accordingly based on evidence verification. refer to evidence folder.</p>
<b>ASA 3 Verification:</b>	<p>Verified the payslips and Workers Attendance Sheet and Pocket Checkroll Report confirmed that the workers were paid according to the Employment Act 1955 and Minimum Wage Order 2020. Deduction of wages was made as per approval from Labour Department.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.</p>

Non-conformity			
<b>NCR Ref #</b>	1838950-201906-M2	<b>Clause &amp; Category (Critical / Minor)</b>	6.5.2 (Major)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	23/12/2019



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<b>Statement of Nonconformity:</b>	Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) was not implemented effectively.
<b>Requirement Reference:</b>	Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.
<b>Objective Evidence:</b>	<p><u>Bukit Sagu POM:</u> There was no employment contract for 5 workers (sorters in Bukit Sagu POM) that worked with the contractor, Suria Pajar Enterprise.</p> <p><u>Bukit Sagu 06 Estate:</u> The employment contract signed by the 4 contractor’s workers (Nalar Gemilang) with Passport No.: AT 766544, AT 768921, C 2726702 and AT 908732 was incomplete as the following terms and conditions were not outlined in the contract.</p> <ul style="list-style-type: none"> <li>i. Annual leave</li> <li>ii. Sick Leave</li> <li>iii. Public holiday entitlement</li> <li>iv. Rate of overtime, work on rest day and work on public holiday</li> <li>v. Reasons for dismissal</li> <li>vi. Period of notice</li> </ul>
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>▪ Appoint person incharge to ensure all contractors will prepare the employment contract and will obtain the copy for record.</li> <li>• Management to do employment contract briefing and contractor need to sign document on briefing agreement with the estate management for evidence every year</li> </ul>
<b>Assessment Conclusion:</b>	<p>On site verification: Employment contract available dated 23 Oct 2019 signed by AT908732, and B6840424. The employment contract already complete as per the following terms and conditions were not outlined in the contract.</p> <ul style="list-style-type: none"> <li>i. Annual leave</li> <li>ii. Sick Leave</li> <li>iii. Public holiday entitlement</li> <li>iv. Rate of overtime, work on rest day and work on public holiday</li> <li>v. Reasons for dismissal</li> <li>vi. Period of notice</li> </ul> <p>The employment contract was available for all worker for Suria Pajar Enterprise. Sampling on Letter bil: 1051 dated 20 Nov 2019. The appointment letter was available as per verification and evidence. Verification on appointment letter (02)FGVPMSB/368/RSPO/E2 dated 10 June 2019, appoint Ayyubeilysana B. Mohamad as person incharge on monitoring contractor workers payslip for Mill operating unit. The Corretive action plan was done accordingly and Major NC closed accordingly.</p>



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<b>ASA 3 Verification:</b>	<p>Sampled total 61 employment contracts and payslips (January 2020, March 2020, April 2020 and September 2020). It has clearly stated that the payment and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, reasons for dismissal, period of notice) in the employment contract or offer letter.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Major NC remained closed.</p>
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Non-conformity			
<b>NCR Ref #</b>	1838950-201906-N1	<b>Clause &amp; Category (Critical / Minor)</b>	6.5.3 (Minor)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	5/10/2020
<b>Statement of Nonconformity:</b>	Linesite inspection was not conducted as per the regulations and ineffectively.		
<b>Requirement Reference:</b>	Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.		
<b>Objective Evidence:</b>	<p><u>Bukit Sagu 04 Estate:</u></p> <p>Linesite inspection was carried out monthly basis by Mandore using "Pemeriksaan Mingguan Rumah Pekerja Asing" checklist. The last inspection was carried out on 1st week of April 2019, 2nd week of May 2019, 3rd week of June 2019, 4th week of July 2019, 3rd week of August 2019 and 3rd month of September 2019.</p> <p>Besides, during linesite visit found the following issues in Bukit Sagu 04 Estate:</p> <ul style="list-style-type: none"> <li>i. Trashes were scattered around behind the housing area.</li> <li>ii. Water stagnant at the monsoon drain.</li> <li>iii. Sign of burning of trashes.</li> <li>iv. Water contained in blue drum without cover.</li> </ul> <p><u>Bukit Sagu 07 Estate:</u></p> <p>Weekly linsite inspection for local workers' housing and daily inspection for foreign workers' housing was conducted in Bukit Sagu 07 Estate.</p> <p>However, utilization of the checklist could be further improved by record and further explain the unsatisfied condition sighted during the inspection in the table at the bottom of the checklist with proposed action taken.</p>		
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>▪ Appoint person incharge for management to monitor the issue of disposal of solid / domestic wastes by regular monitoring every 6 months by Person in charge.</li> <li>▪ Management to conduct awareness on domestic waste management as well as zero burning to workers every 6 months.</li> </ul>		
<b>Assessment Conclusion:</b>	ASA 3 verification:		

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	<p><b><u>Bukit Sagu Estate 04:</u></b></p> <p>Seen the linesite inspection checklist found that the inspection was conducted on weekly basis by the Workers' Welfare Officer. Any issues found during the inspection were recorded in the checklist with action plan sighted.</p> <p>However, during site visit to housing area found that following issues:</p> <ol style="list-style-type: none"> <li>1. House No.: R.P 6/94 – Broken roof and trashes scattered in front the house.</li> </ol> <p>Ex-contractor workshop – Used tyres, broken tractors and lorries, broken parts and empty chemical container were found in the linesite area. Sign of burning and oil spillage was noted.</p> <p><b><u>Bukit Sagu Estate 07:</u></b></p> <p>Seen the checklist using for the linesite inspection, '<i>Pemeriksaan Harian Kawasan Asrama/ Rumah Pekerja Asing</i>'. They conducted the inspection on weekly basis and any issues sighted during the inspection were recorded in the checklist with proposed action and person-in-charge for the issue. Status was update accordingly after action has been taken.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 5/10/2020.</p>
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Non-conformity			
<b>NCR Ref #</b>	1838950-201906-N2	<b>Clause &amp; Category (Critical / Minor)</b>	4.7.3 (Minor)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	5/10/2020
<b>Statement of Nonconformity:</b>	Found PPE for workers was inadequate		
<b>Requirement Reference:</b>	Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.		
<b>Objective Evidence:</b>	<p>i) In Bukit Sagu 06, in field PR 16G workers for spraying was not wearing the Goggles during spraying activities as per CHRA recommendation dated 12 November 2018. From the document verification on PPE issuance, no record of goggle been given to workers in record issuance.</p> <p>ii) In Bukit Sagu 07, in field PR 18D workers for manuring activity was wearing cotton glove however not wearing the Protuf Glove or Nitrile glove as per CHRA and SOP (Work Safety Procedure PPE-FGVPM 2015 rev 1).</p> <p>iii) During site visit at loading ramp and oil dispatch station, sighted personnel/employee were not wearing PPE as per list of PPE established. During site visit at loading ramp, sighted one lorry driver didn't wear appropriate shoes during unloading FFB onto loading ramp. During site visit at oil dispatch station, sighted employee were not using harness when fixing seal at the oil tanks.</p>		

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	This show the list of appropriate PPE is not effectively followed/implemented.
<b>Corrective Actions:</b>	The management need to discuss the PPE issues in the OSH meeting endorsed by regional SHO and establish new PPE procedure and recommendation.
<b>Assessment Conclusion:</b>	<p>ASA 3 verification:</p> <p>In Bukit Sagu 07, the manuring workers has been given nitrile glove verification on PPE issuance record dated 27/8/2020. The record on mill also available for review, the record was updated August 2020. During site visit and interview with lorry driver was aware regarding PPE and they wear accordingly.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 5/10/2020.</p>

Non-conformity			
<b>NCR Ref #</b>	1838950-201906-N3	<b>Clause &amp; Category (Critical / Minor)</b>	4.7.5 (Minor)
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	5/10/2020
<b>Statement of Nonconformity:</b>	Found the inadequate of accident record		
<b>Requirement Reference:</b>	Records of all accidents shall be kept and periodically reviewed.		
<b>Objective Evidence:</b>	<p>i) In BS04 Estate, JKPP 8 (JKPP 8/8751/2018) dated 9 Jan 2019 have record 1 accident on 24/11/2018 with MC 4 days however from the MC verification the record was 10 days.</p> <p>ii) In BS04 estate, no record of JKPP 6 for the accident record and also no probability of accident been reviewed.</p> <p>iii) In BS06, JKPP 8 (JKPP8/ 24057/2018) dated 11 Jan 2019 have record an accident dated 29 Sept 2018 and already send the JKPP 6 on 1 Oct 2019 however the JKPP 6 record was not available during audit. Accident probability was not reviewed verified during audit.</p>		
<b>Corrective Actions:</b>	Regional SHO to give awareness training and campaign on JKPP 6 Report process and will check 3 monthly basis during OSH meeting.		
<b>Assessment Conclusion:</b>	<p>ASA 3 verification:</p> <p>In BSPOM, record of JKPP 8 and JKPP 6 was available for review, and Record of awareness given by SHO was available. Same also for Both estate been sampling, all record of accident was available for review. Latest JKPP 8 been send by estate was on Jan 2020.</p> <p>This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 5/10/2020.</p>		

Non-conformity			
<b>NCR Ref #</b>	1838950-201906-N4	<b>Clause &amp; Category</b>	5.3.3 (Minor)

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		<b>(Critical / Minor)</b>																																				
<b>Closed (Yes / No)</b>	Yes	<b>Date of nonconformity Closure</b>	5/10/2020																																			
<b>Statement of Nonconformity:</b>	Waste management plan not effectively implemented																																					
<b>Requirement Reference:</b>	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.																																					
<b>Objective Evidence:</b>	<p>The estates visited has generated SW 410, used PPE and identified in the waste identification conducted. Waste management plan has been established and stated that the waste generated will be disposed through contractors registered with DOE and as per legal requirements.</p> <p>However, the estates management didn't treated the SW 410 as scheduled waste. No evidence on notification of SW 410 through ESWISS and inventory of SW 410 has been established. Thus, NC were raised.</p>																																					
<b>Corrective Actions:</b>	Management to ensure Used PPE produced handled according to the waste management plan by regular monitoring every 6 months by regional SHO and thru periodic OSHA meeting																																					
<b>Assessment Conclusion:</b>	<p>ASA 3 verification:</p> <p>Waste management plan established as per procedure above. Sighted letter of "Permohonan Pegumpulan Bahan Buangan Terjadual Secara Berpusat di Sektor Perladangan FGV"; Ref. # JAS.600-3/5/26 Jld.3 (32); Date: 30/10/2019 @ FGVPB Bukit Sagu 04 Estate. Authorized transport to carry scheduled waste registered with DOE are as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Estate</th> <th>Reg. #</th> <th>Transport</th> <th>Driver</th> </tr> </thead> <tbody> <tr> <td>Bukit Sagu 04</td> <td>WJA 8637</td> <td>Toyota Hilux Single Cab 2.8</td> <td>Mazlan bin Aziz</td> </tr> <tr> <td>Bukit Sagu 06</td> <td>WVL 9465</td> <td>Toyota Hilux Single Cab 2.5</td> <td>Zulkifli bin Mohamad</td> </tr> <tr> <td>Bukit Sagu 07</td> <td>WJA 3550</td> <td>Toyota Hilux Single Cab 2.8</td> <td>Nor Hapizu bin Jaafar</td> </tr> <tr> <td>Bukit Sagu 08</td> <td>WYT 1837</td> <td>Toyota Hilux Single Cab 2.5</td> <td>Amran bin Sulaiman</td> </tr> </tbody> </table> <p>Other waste identified by estate as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Waste source</th> <th>Waste type</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>Estate operation</td> <td>Empty fertilizer bag</td> <td>Records and reuse</td> </tr> <tr> <td></td> <td>Worn-out tyre</td> <td>Reuse for landscape</td> </tr> <tr> <td></td> <td>Scrap iron/woods</td> <td>Collect and sell to recycle centre</td> </tr> <tr> <td>Office and housing</td> <td>Paper/plastic/glass/rags/aluminium</td> <td>Collect and sell to recycle centre</td> </tr> </tbody> </table>			Estate	Reg. #	Transport	Driver	Bukit Sagu 04	WJA 8637	Toyota Hilux Single Cab 2.8	Mazlan bin Aziz	Bukit Sagu 06	WVL 9465	Toyota Hilux Single Cab 2.5	Zulkifli bin Mohamad	Bukit Sagu 07	WJA 3550	Toyota Hilux Single Cab 2.8	Nor Hapizu bin Jaafar	Bukit Sagu 08	WYT 1837	Toyota Hilux Single Cab 2.5	Amran bin Sulaiman	Waste source	Waste type	Action plan	Estate operation	Empty fertilizer bag	Records and reuse		Worn-out tyre	Reuse for landscape		Scrap iron/woods	Collect and sell to recycle centre	Office and housing	Paper/plastic/glass/rags/aluminium	Collect and sell to recycle centre
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		Electronics	Collect and sell to collector*###
		Bulk waste (old furniture etc.)	Collect and sell to recycle centre
		Domestic waste	Segregation
This confirmed the effectiveness of corrective action taken and no recurrence of issue. Hence, Minor NC closed on 5/10/2020.			

Opportunity for Improvement	
OFI#	Description
Nil	n/a

**3.4.2 Summary of the Nonconformities and Status**

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1525351-201708-M1	Major	6.1.3	07/09/2017	Closed out on 13/11/2017
1525351-201708-M2	Major	6.5.2	07/09/2017	Closed out on 13/11/2017
1525351-201708-M3	Major	2.1.1	07/09/2017	Closed out on 13/11/2017
1525351-201708-N1	Minor	6.2.3	07/09/2017	Closed out on 30/11/2018
1525351-201708-N2	Minor	4.6.10	07/09/2017	Closed out on 30/11/2018
1525351-201708-N3	Minor	1.1.1	07/09/2017	Closed out on 30/11/2018
1525351-201708-N4	Minor	5.4.1	07/09/2017	Closed out on 30/11/2018
1525351-201708-N5	Minor	4.8.2	07/09/2017	Closed out on 30/11/2018
1525351-201708-N6	Minor	5.1.2	07/09/2017	Closed out on 30/11/2018
1525351-201708-N7	Minor	5.1.3	07/09/2017	Closed out on 30/11/2018
1525351-201708-N8	Minor	5.2.4	07/09/2017	Closed out on 30/11/2018
1525351-201708-N9	Minor	2.1.3	07/09/2017	Closed out on 30/11/2018
1712266-201810-M1	Major	2.1.1	30/11/2018	Closed out on 14/10/2019
1712266-201810-N1	Minor	4.7.6	30/11/2018	Closed out on 14/10/2019
1712266-201810-N2	Minor	6.11.2	30/11/2018	Closed out on 14/10/2019
1838950-201906-M1	Major	6.5.1	18/10/2019	Closed out on 23/12/2019
1838950-201906-M2	Major	6.5.2	18/10/2019	Closed out on 23/12/2019

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1838950-201906-N1	Minor	6.5.3	18/10/2019	Closed out on 5/10/2020
1838950-201906-N2	Minor	4.7.3	18/10/2019	Closed out on 5/10/2020
1838950-201906-N3	Minor	4.7.5	18/10/2019	Closed out on 5/10/2020
1838950-201906-N4	Minor	5.3.3	18/10/2019	Closed out on 5/10/2020
1966918-202009-M1	Critical	2.3.1	9/10/2020	Closed out on 17/12/2020
1966918-202009-M2	Critical	6.2.1	9/10/2020	Closed out on 17/12/2020
1966918-202009-M3	Critical	6.2.4	9/10/2020	Closed out on 17/12/2020
1966918-202009-M4	Critical	3.4.3	9/10/2020	Closed out on 17/12/2020
1966918-202009-N1	Minor	2.3.2	9/10/2020	Open
1966918-202009-N2	Minor	3.3.2	9/10/2020	Open
1966918-202009-N1	Minor	7.11.3	9/10/2020	Open

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

<b>List of Stakeholders contacted</b>	
<p><b>Internal Stakeholders</b></p> <p>KKD Chairperson (Gender Committee Representative)</p> <p>Manager/Assistant Manager</p> <p>Field supervisor</p> <p>Mandore</p> <p>Harvester</p> <p>Sprayer</p>	<p><b>Union/Contractors/Local Communities</b></p> <p>Workers Union representative</p> <p>Settlers’ Villages representatives</p> <p>Café/Grocery shop owner</p> <p>Neighbouring estates</p> <p>Contractor/Transporter</p> <p>Vendor/Supplier</p>

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<b>Government Departments</b> SK LKTP Bukit Sagu 1	<b>NGO</b> -
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<b>Stakeholders comment</b>	
<b>1</b>	<p><b>Feedbacks:</b> Contractors – They informed that they have sign an agreement with the management beforehand. The payment was made promptly by the management. They are aware and understand the requirements of RSPO. Overall, they have good relationship with the management.</p> <p><b>Management Responses:</b> The management will continue to maintain the good relationship with the stakeholders.</p> <p><b>Audit Team Findings:</b> No further issue.</p>
<b>2</b>	<p><b>Feedbacks:</b> Gender Committee Representatives – They informed that no case of sexual harassment or violence reported during the time of audit. They are aware of their rights. They informed that no discrimination occurred as the management treated all gender equally. New mother has been consulted for their needs by the management as well.</p> <p><b>Management Responses:</b> The management will ensure the rights of female workers being protected and respected.</p> <p><b>Audit Team Findings:</b> No other issue.</p>
<b>3</b>	<p><b>Feedbacks:</b> Contractor’s workers – They are satisfied with the management as the management has provided free housing facilities to them. Their wages have achieved Minimum Wage Order 2020 and they will paid according to Employment Act 1955 for work done on rest day and public holiday.</p> <p><b>Management Responses:</b> The management will ensure that they are complying with law and regulations.</p> <p><b>Audit Team Findings:</b> No other issue.</p>
<b>4</b>	<p><b>Feedbacks:</b> Settlers – They have no issue with the management and maintain a good relationship with the management. No land dispute has been reported.</p> <p><b>Management Responses:</b> The management will continue maintain good relationship with the settlers.</p> <p><b>Audit Team Findings:</b> No other issue.</p>
<b>5</b>	<p><b>Feedbacks:</b> School’s Representative – He informed that there were no impacts from the activities of the operating units to the students and teachers in the school. He has attended meeting organized from the management. He informed there is no issue and has maintain good relationship with the management.</p>

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	<b>Management Responses:</b> The management will continue maintain good relationship with the school’s representatives.
	<b>Audit Team Findings:</b> No other 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
Felda	Since 1971	As per lease agreement	Yes	No	Yes – refer indicator 4.4.1

Previous land owner / user comment	
Nil	<b>Feedbacks:</b> n/a
	<b>Management Responses:</b> n/a
	<b>Audit Team Findings:</b> n/a

**3.6 Impartiality and conflict of interest**


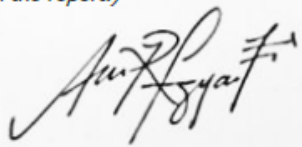
During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.



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**Formal Signing-off of Assessment Conclusion and Recommendation**

The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that Bukit Sagu Palm Oil Mill has complied with the RSPO Principles and Criteria 2018 for Sustainable Palm Oil (RSPO P&C Malaysia National Interpretation 2019) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of Bukit Sagu Palm Oil Mill is continued.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> <b>Hafriazhar Mohd. Mokhtar</b>	<b>Name:</b> <b>Ameer Izyanif Bin Hamzah</b>
<b>Company Name:</b> <b>BSI Services Malaysia Sdn. Bhd.</b>	<b>Company Name:</b> <b>FGV Holdings Bhd.</b>
<b>Title:</b> <b>Client Manager</b>	<b>Title:</b> General Manager, Sustainability Compliance & Certification Dept.
<b>Signature:</b> 	<b>Signature:</b> <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> 
<b>Date:</b> 22/2/2021	<b>Date:</b> 02/03/2021

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b>		
<b>Criterion 1.1:</b> 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	<p><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.            - Critical (Major) compliance -</p> <p>FGV has established SOP for information request from relevant stakeholders and documented in '<i>Komunikasi, Penglibatan dan Rundingan</i>' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>List of documents that made available upon request are as below:</p> <ol style="list-style-type: none"> <li>1. Minutes meeting</li> <li>2. Complaint report</li> <li>3. Land title</li> <li>4. Safety and Health Plan</li> <li>5. HCV report</li> <li>6. Stakeholder list</li> <li>7. SEIA assessment report and management plan</li> <li>8. Policies</li> <li>9. And etc</li> </ol> <p>Besides, Bukit Sagu Estate 07 and Bukit Sagu Estate 08 has issued memo dated 14/01/2020 and 03/02/2020 to relevant stakeholders to inform them regarding the publicly available documents that could be access by them.</p>	Complied

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1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Bukit Sagu Certification Unit upon request. Policies &amp; guidelines were available in the company's website: <a href="https://www.fgvholdings.com/sustainability/policies-guidelines/">https://www.fgvholdings.com/sustainability/policies-guidelines/</a>.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Bukit Sagu Estate 08 has implemented '<i>Buku Rekod Penerimaan Surat &amp; Email</i>' to record any request from stakeholders. Receiver and Manager will be acknowledged and responded if necessary. Sampled one of the requests from FELDA Bukit Sagu 02/03 on 18/09/2020 to have program together and the management has responded on 25/09/2020 to agree with the request.</p> <p>Bukit Sagu Estate 04 and Bukit Sagu Estate 06 has implemented <i>Rekod Permohonan dan Maklumbalas</i> to record any requests from stakeholders.</p>	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed procedure of '<i>Komunikasi, Penglibatan dan Rundingan</i>' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. The stakeholders have been briefed on the procedure during stakeholder meeting and internal training. Assistant Manager of Bukit Sagu 07 Estate and Bukit Sagu Estate 08 has been appointed as Communication Officer and appointment letter dated 05/08/2020 and 04/02/2020 was sighted.</p> <p>Meeting with contractors was conducted on 21/10/2019 in Bukit Sagu Estate 07. The meeting agenda is to brief the contractors on the employment contract, minimum wage and payment for</p>	Complied

		overtime. Seen the attendance list and no issue was reported during the meeting.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Stakeholder list has been updated accordingly with the contact and details of stakeholder. The list has included government authorities, contractors, local communities and suppliers.	Complied
<b>Criterion 1.2:</b> 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 -	FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/5/2019) in English and Bahasa Malaysia. The policy has detailing the responsibility and compliance to the policy and FGV's commitment to sustainability. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039 dated 1/1/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity. Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies have been briefed to stakeholders on 01/10/2020 and seen the records of training.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC). Sampled the SCOC for contractors as below:  <ol style="list-style-type: none"> <li>1. Suria Pajar Enterprise</li> <li>2. Kejuruteraan Sistematik Sdn Bhd</li> <li>3. Impian Jaya</li> <li>4. Arah Bermaju Enterprise</li> <li>5. Mahu Berjaya Enterprise</li> </ol>	Complied
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			

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<p>2.1.1</p>	<p><b>(C)</b> The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>FGV has obtained approval from <i>Jabatan Tenaga Kerja Semenanjung Malaysia</i> for deduction of wages. Seen the approval letter as below:</p> <ol style="list-style-type: none"> <li>1. Ref. No.: (22) dlm BHG. PU/9/129 Jld 23 dated 26/04/2016 for excessive electricity bill (RM 6 subsidized from management), water bill (RM 4 subsidized from management) and medical fees (RM 200 subsidized from management).</li> <li>2. Ref. No.: BHG. PU/9/129 JLD 26 (22) dated 30/09/2016 for premium insurance for Indonesian workers for RM 63/ year.</li> </ol> <p>Ref. No.: (6) BHG PU/9/129 dated 10/04/2012 for any purpose that benefit to workers.</p> <p>The mill and estate visited has established list of all relevant laws and requirement and continue to comply with related legal requirement. Sampled evidence verified during the audit as follows: Mill permits, and license evidence sample sighted as following:</p> <ol style="list-style-type: none"> <li>i. MPOB license no. 500202104000; Validity period: 1/4/2020 – 31/3/2021 with 259200 mt process.</li> <li>ii. Pahang State Government Water Abstraction License (Lesen Penggunaan Sumber Air); Serial no. 0340; License no. SWUL/LPSA/70/2019; Validity period: 1/1/2019 – 31/12/2019; - This still valid until further notice as per letter SUKPHG-12.700-15/3/1(37) dated 19/12/2019</li> <li>iii. Energy Commission (Suruhanjaya Tenaga) Private Installation License (Lesen Bagi Pepasangan Persendirian); Serial no. 43116; License no. 2020/00503 or installation capacity limit &lt; 3018 kW; Validity period: 24/2/2020 – 23/2/2021</li> <li>iv. Schedule Control Goods Permit (Permit Barang Kawalan Berjadual); Serial no. C0189950; Ref. no. PHG/PD/K/37/08; Diesel</li> </ol>	<p>Complied</p>
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		<p>capacity limit &lt; 24,000 litres; Validity period: 27/12/2018 – 26/12/2019</p> <p>iv. JTK Salary deduction permit; Serial no. PP 3/34/1385; Date: 28/1/2009</p> <p>v. DOE licence no. 005047 compliance schedule. Validity period: 1/7/2020 – 30/6/2021; POME final discharge method: Water course; BOD limit: 100ppm.</p> <p>vi. FGV Plantation Industries (FGVPI) as a group has applied the license to contravene for all its mill from DOE Putrajaya as per letter ref. no. (2)4046/BS/810/11.1 Pt 6; dated 19/8/2020. FGVPI has established the time bound for all its mill to comply with the requirement of latest EQ (Clean Air) Regulations 2014. FGVPI has various environment control equipment installation plan of all its mill among Vorsep (Multi-Stage Cyclone Cone Dust Collector), Clean Flow, Wet Scrubber and Electrostatic Precipitator. Based on the time bound plan, Bukit Sagu Mill was planned to be install with either of the various options on the year 2021.</p> <p>vii. The LEV inspection was done monthly by Bukit Sagu Lab Staff and yearly by hygiene tech was done by Balamurali A/L Raman (HQ/17/JHI/00/00012) dated 10 September 2019 from MH Wellness Group Sdn Bhd. Refer report HIE HQ/17/JHI/00/00012-2019/096). The latest inspection was done on 17/9/2020 by ZABSI Industrial Ventilation Sdn Bhd.</p> <p>BS07 :-</p> <ul style="list-style-type: none"> <li>i) MPOB license 559045002000 valid until 28/2/2021</li> <li>ii) License for Diesel (PHG/PD/K/33/97) from KPDKKK with total 10,000 liter.</li> </ul>	
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		<ul style="list-style-type: none"> <li>iii) (22) dlm BHG .PU/9/129 Jld 23 dated 26/4/2016 license for wages deduction for electricity, water and medical from JTK was available in estate.</li> </ul> <p>BS04:-</p> <ul style="list-style-type: none"> <li>i) License for Diesel (PHG/PD/K/54/19) from KPDNKK with total 10,000 liter.</li> <li>ii) MPOB license 558968002000 valid until 28/2/2021</li> </ul> <p>BS06</p> <ul style="list-style-type: none"> <li>i) MPOB license for nursery 571667011000 valid until 30/4/2021</li> <li>ii) MPOB license for FFB 559597002000 valid until 31/3/2021</li> </ul> <p>License for diesel ( PHG/PD/K/9/87) from KPDNKK with total 10,000 liter.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The mechanism is guided by Manual Procedure, Evaluation of Compliance to Legal and Other Requirements [FPI/L2/QOSHE-17.0]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register there is a column to record the status of compliance and it was done by the assistant managers. The report of status of compliance helps the management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action.</p>	Complied
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Bukit Sagu 7 estate boundaries from the site verification on PM98A with SM Pelangi boundary forest have clearly demarcate and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p>	Complied
<p><b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			

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2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>FGV Bukit Sagu POM has maintain record of contractors in FGV system, eDaftar and summary of the contractors and suppliers in stakeholder list. Stakeholder list was last updated on 15/06/2020 in Bukit Sagu Estate 07 where all the contractors were included in the list.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Supplier Code of Conduct (SCOC) was implemented where suppliers and contracts have acknowledged on the clauses to be complied by them. All the legal requirements shall be complied by the contractors and suppliers such as anti-trust &amp; competition laws and labour laws. Sampled the SCOC for contractors as below:</p> <ol style="list-style-type: none"> <li>1. Suria Pajar Enterprise dated 02/01/2020</li> <li>2. Kejuruteraan Sistemtik Sdn Bhd dated 03/01/2020</li> </ol> <p>Besides, agreement was signed by the contractors prior to work with specific clause on complying Malaysia’s law and regulation.</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All the contractors and suppliers have briefed and signed on the Supplier Code of Conduct (SCOC) where it has contained the clauses as below:</p> <ol style="list-style-type: none"> <li>1. Suppliers shall not employ child labour.</li> <li>2. Suppliers must not use forced, bonded or indentured labour or involuntary prison labour.</li> </ol>	Complied
<b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> <li>• Valid MPOB license</li> </ul>	<p>Bukit Sagu POM has maintained a list of direct suppliers of FFB to mill. The direct suppliers are from Felda estates.</p> <p>MPOB license for the following estates are not available during time of audit.</p> <ol style="list-style-type: none"> <li>1. Felda Bukit Sagu 01</li> </ol>	Non-compliance



	- Critical (Major) compliance -	<ol style="list-style-type: none"> <li>2. Felda Bukit Sagu 03</li> <li>3. Felda Bukit Kuantan</li> <li>4. Felda Cherul 2</li> <li>5. Ladang Cherul 03</li> </ol> <p>Besides, information on geo-location of FFB origins, evidence of ownership status was not available. This indicated that not all required information for directly sourced FFB had been collated.</p> <p><b>Hence, a Critical NC has been raised on the matter.</b></p>											
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>Bukit Sagu POM has received FFB from indirect suppliers such as small plantations and collection centre. However, information on geo-location of FFB origins, evidence of ownership status was not available. This indicated that not all required information for indirectly sourced FFB had been collated.</p> <p><b>Hence, a Minor NC has been raised on the matter.</b></p>	Non-compliance										
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>													
<b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.													
3.1.1	<p><b>(C)</b> 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>Business management plan properly documented as per sample sighted in following area:</p> <p>FGVPI BSPOM:</p> <p>As per Budget 2019 Application Summary Form: Productivity Summary; BA 4046; Project: Bukit Sagu; Capacity: 54 mt; Projection:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Certified mt</td> <td>111,581</td> <td>115,556</td> <td>123010</td> <td>120140</td> </tr> </tbody> </table>	Year	2020	2021	2022	2023	Certified mt	111,581	115,556	123010	120140	Complied
Year	2020	2021	2022	2023									
Certified mt	111,581	115,556	123010	120140									

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		<table border="1" data-bbox="1137 363 1879 461"> <tr> <td>Certified OER</td> <td>20.85 %</td> <td>20.85 %</td> <td>21.00 %</td> <td>21.05 %</td> </tr> <tr> <td>Certified KER</td> <td>5.30 %</td> <td>5.32 %</td> <td>5.30 %</td> <td>5.28 %</td> </tr> </table> <p>FGVPM BS08 Estate:  As per Information of Expenses (Budget) of Oil Palm (Mature) for year 2021 – 2023 with target yield as following:</p> <ul style="list-style-type: none"> <li>- 2021: 16.55 mt/ha</li> <li>- 2022: 22.32 mt/ha</li> <li>- 2021: 20.32 mt/ha</li> </ul> <p>FGVPM BS04 Estate:  As per General Expenses Information 2021-2024 with target yield as following:</p> <ul style="list-style-type: none"> <li>- 2021: 18.94 mt/ha</li> <li>- 2022: 19.13 mt/ha</li> <li>- 2023: 20.79 mt/ha</li> <li>- 2023: 21.19 mt/ha</li> </ul>	Certified OER	20.85 %	20.85 %	21.00 %	21.05 %	Certified KER	5.30 %	5.32 %	5.30 %	5.28 %	
Certified OER	20.85 %	20.85 %	21.00 %	21.05 %									
Certified KER	5.30 %	5.32 %	5.30 %	5.28 %									
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>Annual replanting programme available as per sample sighted in following area:</p> <p>BS04 Replanting:  2022: Field PM99I; Total 143.35 ha; Field PM00J; Total 122.99 ha; Field PM03K; Total 36.43 ha; Total 2022 302.77 ha</p> <p>BS07 Replanting:  2019: Field PR19E &amp; PR19E; Total: 445 ha</p>	Complied										

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		<p>2021: Field PM98A to PR21G; Total 397.80 ha</p> <p>BS08 Replanting: 2023: Field PM99J; Total 117.63 ha</p> <p>No replanting program for BS06 until at least 2035. Earliest replanting year for existing palm was conducted on 2010 and latest was on 2017.</p>	
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>Management reviews conducted at planned intervals as per sample records sighted as following:</p> <ul style="list-style-type: none"> <li>- BS07 Estate MRM Date: 15/8/2020 as per Minutes of Meeting # 03/2020</li> <li>- BS08 Estate MRM Date: 13/8/2020 as per Minutes of Meeting # 01/2020</li> <li>- BSO4 Estate MRM Date: 13/8/2020 as per Minutes of Meeting # 01/2020</li> </ul>	Complied
<p><b>Criterion 3.2:</b> 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.</p>			
3.2.1	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities amongst all including the following samples:</p> <ul style="list-style-type: none"> <li>- Yield optimization</li> <li>- Zero burning</li> <li>- Employee welfare</li> <li>- Latest technology</li> </ul>	Complied

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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><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>FGV Holdings Berhad submitted its ACOP 2019 with information of certifications of its operating unit progress. Based on the report, 33 number of management units has been certified under RSPO P&amp;C Certification which accumulated a total 194,946.45 ha of certified land. This is equivalent to 45.18% of land under RSPO P&amp;C Certification, excluding scheme smallholders.</p>	Complied
<p><b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p><b>Guidance:</b></p> <p>Mechanisms to check implementation could include documentation of management systems and internal control procedures (see Criterion 2.1).</p> <p>SOP and documentation for mills should include relevant supply chain requirements (see SCCS section under Principle 3).</p> <p>The unit of certification, while working with third party suppliers of FFB on traceability and legality, should use the opportunity to distribute suitable information on BMPs.</p>			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The SOP for estates had been established entitled "Manual Ladang Sawit Lestari" (Sustainable Oil Palm Plantation Manual), 3rd edition as guidance to maintain the agriculture best practices. There are 5 main sections in the manual i.e. oil palm nursery management, development of replanting, immature oil palms, mature oil palms and fertiliser application.</p> <p>As for the mill, 3-tier Documentation System is in place:</p> <p>i. Tier 1: QOHSEMS Management Manual; Doc. no.: FPI/L1/QOHSE-1.0; Rev. 1.0; Date: 18/11/2016</p> <p>ii. Tier 2: QOHSEMS Procedure; Doc. no.: FPI/L2/QOHSE- 1.0 – FPI/L2/QOHSE-25.0; Rev. 14; Date: 31/5/2017</p>	Complied

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		<p>iii. Tier 3: QOHSEMS Specific Work Instruction; FPI/L3/01-01 - FPI/L3/17-01; Rev. 27; Date: 29/5/2019; i.e. Palm Oil Mill Operation. The updated was include the Title: Mill trading during catastrophe (FGVPI/17-01).</p>													
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>FGVPI has established mechanism to check the consistency of procedure established such as 'Ketua Zon' visit, RC visit, internal audit or internal request email. Sighted the 'Ketua Zon' visit report recorded in the Management Visit log book.</p> <p>Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned twice a year by Sustainability Department, refer to internal audit carried out at specific operating units;</p> <table border="1" data-bbox="1151 858 1926 1251"> <thead> <tr> <th>Operating Unit</th> <th>Audit/Visit date</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>BSPOM</td> <td>15/7/2020</td> <td>Internal Audit by Barath a/l Munasamy, 34 NCR been raised and all</td> </tr> <tr> <td>BSPOM</td> <td>4/6/2020</td> <td>Visit by RC.</td> </tr> <tr> <td>BS07</td> <td>25/6/2020</td> <td>Plantation Controller visit Mohd Salmee bin Mohamed Saad.</td> </tr> </tbody> </table> <p>Found the implementation of SOP Prosedur Kerja Selamat (Prosedur Menarik Pasir Di bawah Dapur Boiler) SOP No. FPI-PK-108 dated 4/4/2017 was not been followed such as not using Hi-</p>	Operating Unit	Audit/Visit date	Remarks	BSPOM	15/7/2020	Internal Audit by Barath a/l Munasamy, 34 NCR been raised and all	BSPOM	4/6/2020	Visit by RC.	BS07	25/6/2020	Plantation Controller visit Mohd Salmee bin Mohamed Saad.	<p>Non-compliance</p>
Operating Unit	Audit/Visit date	Remarks													
BSPOM	15/7/2020	Internal Audit by Barath a/l Munasamy, 34 NCR been raised and all													
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		<p>Cut Safety shoes, apron and face shield was sighted during site visit thus Minor NC been raised.</p> <p>SOP; FGVPM/L3/GPK-010 dated 1/2/2020 under 6.3.1.4 To ensure workers wearing a suitable PPE was not been followed in BS04, sighted spraying workers was not wearing goggle during spraying.</p> <p>In BS08, SOP; FGVPM/L3/GPK-011 dated 1/2/2020 under point 6.1.2 to give and ensure PPE was wear and in good condition was not been followed, sighted workers not wearing proper mask during fertiliser application.</p> <p>This indicated that the mechanism to check consistent implementation of procedure was not in effective.</p> <p><b>Hence, a Minor Non-Compliance was raised on the matter.</b></p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The practices consistently monitored by mill and plantation advisors and recommendations for improvements are given to maintain the sustainable practices. Mill advisor, Operation Technical Officer, Regional General Manager visits the operating units to ensure implementations of procedures are consistent.</p>	Complied
<p><b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p><b>(C)</b> 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>Sustainability Compliance and Certification Department (SCCS) has conducted SIA assessment on 19/09/2019 in Bukit Sagu POM, 18/09/2020 in Bukit Sagu Estate 07, 18/09/2020 in Bukit Sagu Estate 08, 17/9/2019 in Bukit Sagu Estate 04 and 17/09/2020 in Bukit Sagu Estate 06. Methodology of the assessment is based on stakeholder interview, document review and site visit. Issues raised during the assessment will be further discuss and analysed. Aspects that have been assessed are such as economy impact to workers, contracts and local communities, socio-culture. Positive</p>	Complied

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		<p>and negative impacts were identified. Total 25 stakeholders have been sampled to participate in the assessment.</p> <p>In addition, Bukit Sagu Estate 08 has new planting of total 61.54 ha from unplanted area into oil palm plantation. A SEIA was conducted on December 2016 by Ardhmillenia Sdn Bhd. Seen the report and the assessment has involved the participation of affected stakeholders such as internal workers, community leaders and key government agencies.</p> <p>Based on the report of Environmental Aspect and Impact of Estate Activities, Waste and Pollution; Doc. # 1/2020; Date: 6/4/2020, following samples verified in BS08 Estate:</p> <p>As per "Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation In Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd. (FGVPM) Bukit Sagu 8, Kuantan, Pahang"; December 2016</p>	
<p>3.4.2</p>	<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>Management Plan for negative social impacts was developed in Bukit Sagu POM, Bukit Sagu Estate 07 with the detail timeframe to mitigate the impacts. The last review was conducted on 22/09/2020 in Bukit Sagu POM, 11/09/2020 in Bukit Sagu Estate 07, 06/10/2020 in Bukit Sagu Estate 08, 14/06/2020 in Bukit Sagu Estate 04 and 17/9/2020 in Bukit Sagu Estate 04.</p> <p>Environmental management plan in estates implemented based on established procedures issued on 23/1/202 as following:</p> <ul style="list-style-type: none"> <li>- Water sampling; Doc. # FGVPM/L2/PAS-01</li> <li>- Solid waste management; Doc. # FGVPM/L2/PAS-02</li> <li>- Buffer zone management; Doc. # FGVPM/L2/PAS-03</li> <li>- Individual estate Scheduled Waste Management; Doc. # FGVPM/L2/PAS-04</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>- Management of Centralized Collection Point for Scheduled Waste; Doc. # FGVPM/L2/PAS-05</li> <li>- Disposal of Empty Pesticide Container and Fertilizer Bag as Recycle Material; Doc. # FGVPM/L2/PAS-06</li> <li>- Reuse of Empty Pesticide Container and Fertilizer Bag; Doc. # FGVPM/L2/PAS-07</li> <li>- Transport of Scheduled Waste from Estate to Centralized Collection Point; Doc. # FGVPM/L2/PAS-08</li> <li>- Estate Water Management; Doc. # FGVPM/L2/PAS-09</li> </ul>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The management plan will be reviewed once a year. Last reviewed was conducted on 22/09/2020 in Bukit Sagu POM, 11/09/2020 in Bukit Sagu Estate 07, 06/10/2020 in Bukit Sagu Estate 08, 14/06/2020 in Bukit Sagu Estate 04 and 17/9/2020 in Bukit Sagu Estate 04.</p> <p>However, based on the Environmental Impact Assessment Report for Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation in Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd. (FGVPMSB) Bukit Sagu 8, Kuantan, Pahang, the environmental management and monitoring plan as per required mitigation measures were found insufficiently implemented, reviewed and updated regularly for impacts identified from the assessment mainly in land preparation, field establishment and post development stages.</p> <p>This indicated that the social and environmental management and monitoring plan found insufficiently implemented, reviewed and updated regularly.</p> <p><b>Hence, a Critical NC has been raised on the matter.</b></p>	Non-compliance
<p><b>Criterion 3.5:</b> A system for managing human resources is in place.</p>			



<p>3.5.1</p>	<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 SOP for '<i>Proses Sosialisasi &amp; Temuduga</i>' with Doc. No.: FGV/JTK/POL/001 for recruitment of foreign workers and '<i>Perlantikan PBH (Pekerja Artian dan Operasi Ladang)</i>' with Doc. No.: HRZonTimur/Staffing dated 01/08/2020 for recruitment of local workers.</p> <p>Besides, FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, <a href="https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf">https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf</a>. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	<p>Complied</p>
<p>3.5.2</p>	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.</p> <p>Bukit Sagu Estate 07 has published advertisement for any job vacancy available. Seen the advertisement format and the last recruitment for local employee was Office Staff. All the relevant recruitment records such as interview evaluation form, resume, offer letter and medical check record were kept in their personal file.</p> <p>Seen the slide presentations to present during interview and recruitment session at origin countries such as India and Indonesia. Interviewed with the foreign workers confirmed that</p>	<p>Complied</p>

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		introduction of the job offered in FGV is presented during the interview session.	
<b>Criterion 3.6:</b> An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
<b>Guidance:</b> Refer to Occupational Safety & Health Act and Regulation 1994			
3.6.1	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Group Occupational Safety &amp; Health Management Policy had been established and implemented. There are 1 levels of the Policies</p> <ul style="list-style-type: none"> <li>- Dasar Kesehatan, Keselamatan Dan Alam Sekitar signed on 8/5/2019 by The Presiden Kumpulan.</li> </ul> <p>In Mill HIRARC reviewed on 15/7/2020 after accident on June 2020. This cover all operation in mil including boiler, steriliser, FFB ramp, water treatment plant, Crane, nut plant and others. All updated according to SOP FPI/L2/QOHSE-1.0.</p> <p>The risk already been identified as per HIRARC and chemical Hazard Risk Assessment for all activities and operation including harvesting, spraying, manuring, general works and others. For detail can refer to HIRARC was available referred document FGV/FGVPM/F(IMS)/1.3 Pind 1 dated review on 27/7/2020. The other risk for chemical was under CHRA was done on 9/1/2019 by Occumed consultancy &amp; Services Sdn Bhd (JKKP HIE 127/171/2/(8)). All chemical been register under DOSH and comply with the regulation.</p> <p>The authorities also been visiting the estate to ensure the Safety and health was according to regulation, OSH log book was available and latest visit was on 3/8/2020, no negative issue been be highlight as per OSH officer report.</p> <p>In BS04, CHRA ref:- HQ/08/ASS/00/85-2019-0007 was conducted on 19/6/2019 by Ihsan Syarif Resources. All chemical been included under assessment.</p>	Complied

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		<p>CHRA in BS06 was available referred ref no JKPP HIE 127/171/2(8)-2017/081 by Dr Yasriza Bin Yahya dated 12/11/2018 from Occumed Consultancy &amp; Service s Sdn Bhd.</p> <p>HIRARC already been review in BS06 dated 16/9/2020, for accident on 1/9/2020.</p>					
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the H&amp;S plan have been verified with the document as per below:</p> <ul style="list-style-type: none"> <li>- Medical Surveillance done by Klinik Syed Badaruddin Sdn Bhd (HQ/08/DOC/00/7) with total 23 workers send on 25/6/2020. The result showed all workers was fit to work with chemical.</li> <li>- OSH meeting last done on 8/9/2020 (03/2020) attend by 13 persons, found 1 accident been reported for June 2019. The OSH meeting was done periodically and previously record was on 3/6/2020.</li> </ul>	Complied				
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.							
3.7.1	<p><b>(C)</b> 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&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>From the verification of training document, the document was under personal document and have an accessible to all staff, workers, Scheme Smallholders and outgrowers.</p>	Complied				
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The training program included all aspects of RSPO Principles and Criteria, RSPO Supply Chain and MSPO standards.</p> <p>The records included the title of training, name and signature of the attendees, name of the trainer, time and venue.</p> <p>Some of the trainings verified were:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Trainings</th> <th style="width: 50%;">Date of training</th> </tr> </thead> <tbody> <tr> <td style="height: 20px;"> </td> <td> </td> </tr> </tbody> </table>	Trainings	Date of training			Complied
Trainings	Date of training						

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Bukit Sagu POM	
Safety SOP training	10/8/2020
Grading training	28/6/2020
PPE training	11/7/2020
Environmental training	
Bukit Sagu 7 estate	
First aid training	3/10/2020
HCV and sustainability training	29/9/2020
IPM training	29/9/2020
Spraying and PPE training	3/3/2020
Fertiliser training	6/2/2020
Harvesting training	2/2/2020
Bukit Sagu 4 estate	
Perkeso awareness programme	10/9/2020
Code of conduct training to contractors	9/3/2020
First aider Training	3/9/2020
HCV management and IPM training	16/9/2020
Fire Figthing and drill training	20/5/2020

		<table border="1"> <tr> <td>Butik application Training</td> <td>25/8/2020</td> </tr> <tr> <td>Fertiliser application training</td> <td>14/7/2020</td> </tr> <tr> <td>Spraying and PPE training</td> <td>25/6/2020</td> </tr> <tr> <td colspan="2" style="text-align: center;">Bukit Sagu 6 estate</td> </tr> <tr> <td>Spraying training</td> <td>16/1/2020</td> </tr> <tr> <td>Fertilizer training</td> <td>21/1/2020</td> </tr> <tr> <td>Safety awareness programe</td> <td>20/2/2020</td> </tr> <tr> <td>Policy Training</td> <td>12/2/2020</td> </tr> <tr> <td>Covid 19 awareness training</td> <td>31/3/2020</td> </tr> <tr> <td>HCV,IPM, RTE and CABI training</td> <td>21/7/2020</td> </tr> </table>	Butik application Training	25/8/2020	Fertiliser application training	14/7/2020	Spraying and PPE training	25/6/2020	Bukit Sagu 6 estate		Spraying training	16/1/2020	Fertilizer training	21/1/2020	Safety awareness programe	20/2/2020	Policy Training	12/2/2020	Covid 19 awareness training	31/3/2020	HCV,IPM, RTE and CABI training	21/7/2020	
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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Bukit Sagu POM has conducted the RSPO SCCS training on 17/07/2020. It was participated by 9 personnel from various departments such as weighbridge, process and administration. Records of attendance were well kept.</p>	Complied																				
<p><b>Criterion 3.8:</b> Supply chain requirement for mills          (note: All supply chain requirements are considered as <b>Critical (C)</b>. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>																							
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;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</p>	<p>Bukit Sagu Palm Oil Mill implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Not Applicable																				

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	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.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	Bukit Sagu Palm Oil Mill receives and processes FFB from both own supply base and external suppliers. No 3 <sup>rd</sup> party supply base FFB receive so far except for certified FFB supplier from other certification unit within company group. The volume of oil palm products produced from processing of the certified FFB that claimed as MB represents about 44.25% of overall volume.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall 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 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.	<p>FGV Holdings Berhad which was formerly known as Felda Global Ventures Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016.</p> <p>FGV has registered in PalmTrace system as follows:</p> <p>Members Name: FGVPISB Kilang Sawit Bukit Sagu PalmTrace Member ID: (RSPO_PO1000001233) Member category : Oil Mill</p>	Complied
3.8.5	Documented procedures	Procedure namely Mill RSPO SCC (Mass Balance), FGVP-MSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance	Complied

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	<p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ul>	<p>material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.</p> <p>The mill manager and assistant manager have awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. During interview, he can demonstrate an awareness of the site procedures for the implementation of this standard.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> <li>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.</li> </ul>	<p>Procedure namely SOP for Mill RSPO SCC has also covered the internal audit under Certification &amp; Due Diligence (CDD), Sustainability &amp; Environmental Department (SED), FGVH responsibility. The internal audit will be plan annually before CB audit. Internal audit procedure was crossed-refer to SOP: FGV/ML-1A-L2-PR11 issue 1 dated 1/6/2016.</p> <p>Latest internal audit was conducted on 15/7/2020 by internal auditor from CDD.</p>	<p>Complied</p>

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<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> <li>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received.</li> <li>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</li> <li>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</li> </ul>	<p>The accompanying documents of incoming FFB from own estate are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate’s FFB ticket number is recorded in the mill’s ticket number as per samples as following:</p> <ul style="list-style-type: none"> <li>- Date: 29/9/2020; Certified Supplier: FGVPM Bukit Sagu 4; Weighbridge ticket # A00068455; DO # 0196845; Net Weight: 7.05 mt; Lorry # VBK3085</li> <li>- Date: 29/9/2020; Certified Supplier: FGVPM Bukit Sagu 7; Weighbridge ticket # A00068454; DO # 0078946; Net Weight: 7.74 mt; Lorry # WTN3204</li> <li>- Date: 29/9/2020; Uncertified Supplier: Felda Bukit Sagu 3; Weighbridge ticket # A00068451; DO # 41291; Net Weight: 4.23 mt; Lorry # CAR1774</li> <li>- Date: 29/9/2020; External Certified Supplier: FGVPM Cerul 3; Weighbridge ticket # A00068450; DO # 0223520; Net Weight: 8.45 mt; Lorry # VDM4838</li> </ul> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirements which was addressed under “SOP for Mill RSPO SCC” [RSPO SCC, issue: 3 rev: 6, dated 21/9/2019, section “Notis Amaran/Handling Non-conformance Material &amp; Document” which reads if the FFB supplied found to be not certified after being processed, the CPO or PK shall be downgraded to non-certified.</p>	<p>Complied</p>
<p>3.8.8</p>	<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</p>	<p>The information required by the standard was available in various documents such as sales orders, delivery orders, weighbridge tickets and invoices as per sample sighted as following:</p>	<p>Complied</p>



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	<p>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> <ul style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p>CPO Sales:</p> <ul style="list-style-type: none"> <li>- Date: 29/9/2020; Uncertified Buyer: Kuantan Bulking Installation (KBI); Weighbridge ticket # H00001909; Contract/SO # S1/9G46/9GAB/0920/01; Net Weight: 38.07mt; Lorry # WMU5304; Trailer # TWC477</li> </ul> <p>PK Sales:</p> <ul style="list-style-type: none"> <li>- Date: 30/9/2020; Certified Buyer: Kilang Isi Sawit Semambu; Weighbridge ticket # L00000383; Contract/SO # RSPG4067S; Net Weight: 47.51 mt; Lorry # WPE9408; Trailer # TWC760</li> <li>- Date: 28/9/2020; Uncertified Buyer: Kilang Isi Sawit Semambu; Weighbridge ticket # L00000381; Contract/SO # ST004067; Net Weight: 48.21 mt; Lorry # WA6604E; Trailer # TWC2678</li> </ul>	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> <li>i) The mill shall not outsource its milling activities. In cases where the 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</li> <li>ii) The mill shall ensure the following:             <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>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</li> </ul> </li> </ul>	<p>No processing of palm products involved outsourcing activities except for transporter as per sample sighted for Novation Cum Assignment Agreement between FGV Palm Industries Sdn. Bhd. and FGV Transport Services Sdn. Bhd. and FGV Trading Sdn. Bhd.; Whereas by a Service Agreement dated 1/1/2018 provision of services Appendix A – FGVPISB and FTSSB agree that FGVPISB shall novate and assign absolutely FGV Transport Services to deliver the mill products.</p> <p>Documented control was based on procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0.</p> <p>Mill has ensured through contractual arrangements that independent third parties engaged provide relevant access for duly</p>	<p>Complied</p>

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	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>No processing of palm products involved outsourcing activities except for transporter which been included its details in the stakeholder list under vendor category.</p>	<p>Complied</p>
3.8.11	<p>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.</p>	<p>No new contractor used for physical handling of RSPO certified oil palm products since the last audit. Nonetheless, the mill aware of this requirement.</p>	<p>Complied</p>
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>Accurate, complete, up-to-date and accessible records and reports maintained as per sample sighted as per following:</p> <ul style="list-style-type: none"> <li>- Laporan Tahunan Daily Figure; SLT 301; Sample date: 5/10/2020 as of September 2020; Total certified FFB: 95,718.53 mt</li> <li>- Laporan Tahunan Daily Figure; SFLT 301; Sample date: 5/10/2020 as of December 2019; Total certified FFB: 124,182.42 mt</li> <li>- Laporan Tahunan BTS ISCC/RSPO/MSPO 2020 (Mass Balance Sheet); FPIMP756; as of September 2020; Certified stock FFB closed: 38,780.12 mt</li> </ul>	<p>Complied</p>

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	<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>	<ul style="list-style-type: none"> <li>- Laporan Tahunan BTS ISCC/RSPO/MSPO 2019 (Mass Balance Sheet); FPIMP756; as of December 2019; Certified stock FFB closed: 4,997.29 mt</li> <li>- Laporan Tahunan CPO ISCC/RSPO/MSPO 2020 (Mass Balance Sheet); FPIMP756; as of September 2020; Certified CPO stock closed: 6,702.99 mt</li> <li>- Laporan Tahunan CPO ISCC/RSPO/MSPO 2019 (Mass Balance Sheet); FPIMP756; as of December 2019; Certified CPO stock closed: 22,048.44 mt</li> <li>- Laporan Tahunan PK ISCC/RSPO/MSPO 2020 (Mass Balance Sheet); FPIMP756; as of September 2020; Certified CPO stock closed: 2,318.88 mt</li> <li>- Laporan Tahunan CPO ISCC/RSPO/MSPO 2019 (Mass Balance Sheet); FPIMP756; as of December 2019; Certified CPO stock closed: 2,457.40 mt</li> </ul>	
<p>3.8.13</p>	<p><b>Extraction Rate</b>  The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The OER and KER applied for forecast volume was based on historical value of mill production performance. Estimation of forecast volume sighted reliable when compare to actual extraction rates.</p>	<p>Complied</p>
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The mill calculated its extraction rates on daily basis, aggregated both OER and KER on monthly and annually basis for reporting.</p>	<p>Complied</p>
<p>3.8.15</p>	<p><b>Processing</b>  For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>Bukit Sagu Palm Oil Mill implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	<p>Not Applicable</p>

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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>The registration of Palm Trace is carried out by the FGVP M Logistic Department, HQ. Only PK products been traded as RSPO MB transactions since the last audit that had been registered its transactions in the Palm Trace.</p> <p>Based on the announcement summary, all the registrations were found to be in order. No removal done since certified PK volume sold was less than produced.</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>Procedure namely SOP for Mill RSPO SCC, Doc. No: RSPO SCC, dated: 01/09/2019, version: 3.0 was established. There is no claim made for RSPO logo &amp; trademark in Bukit Sagu POM.</p>	Complied
<b>General corporate communications</b>			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>Not applicable, no record of corporate communication as per verification.</p>	Not Applicable
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>Not applicable, no record of corporate communication as per verification.</p>	Not Applicable

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4.3	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 oil palm products.	Not applicable, no record of corporate communication as per verification.	Not Applicable
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Not applicable, no record of corporate communication as per verification.	Not Applicable
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No RSPO corporate logo been used by the management.	Not Applicable
<b>Business to business communications</b>			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm 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.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number (RSPO 666409).	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:  a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm 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 product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.	Bukit Sagu POM is not under distributor or wholesaler category. Thus, this requirement is not applicable	Not Applicable

	b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
<b>Business to consumer communication</b>			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Business to Business communication were made through the CSPO and CSPK trading contractual and transactions documentations between the mill and buyers. No further communications made by Bukit Sagu POM for its raw products beyond its refinery and oleochemical plants buyers.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.	Not Applicable

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6.8	<p>RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on <a href="http://www.rspo.org">www.rspo.org</a>.</p>	<p>No business to consumer communication on product specific claim made. Kemaman POM only producing crude and unfinished product. This is not applicable for Bukit Sagu POM.</p>	Not Applicable
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**MODULE B – MASS BALANCE SPECIFIC RULES**

**Minimum Mass Balance content**

	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>Based on verification of Mass Balance Sheet, it was found that the certified CPO and PK were always delivered from positive stock. Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly.</p>	Complied
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>Based on verification of Mass Balance Sheet, it was found that the certified CPO and PK were always delivered from positive stock. Mass balance recording is done through utilization of "Lembaran Mass Balance" (Mass Balance Sheet). Computerized system in place with the delivery deducted accordingly.</p>	Complied

<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm 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.</li> <li>The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch).</li> <li>In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications &amp; Claims document.</li> </ul>	<p>No label been used for the mill products. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>[Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain.</li> </ul>	<p>No record of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>



	<ul style="list-style-type: none"> <li>The volume of [oil palm 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.</li> </ul> <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>		
<p><b>Principle 4: Respect community and human rights and deliver benefits</b></p>			
<p><b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company recognizes its responsibility to respect and uphold international principles, standards and practices as encapsulated in the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), United Nations Sustainable Development Goals (UNSDGs) and other applicable treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. Briefing of the policy was conducted on 27/09/2020 in Bukit Sagu Estate 07, 07/09/2020 in Bukit Sagu Estate 08 and 24/08/2020 in Bukit Sagu Estate 04.</p>	<p>Complied</p>
<p>4.1.2</p>	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV prohibits any form of harassment in their operation as per the policy above. Interviewed with the workers confirmed that no harassment by the management.</p>	<p>Complied</p>
<p><b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			

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4.2.1	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage.</p> <p>Besides, whistleblowing e-form was available in <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a> for the stakeholders to report a grievance.</p>	Complied
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>Refer to Indicator 4.2.1. The procedures were briefed to the external stakeholders on 01/10/2020 and internal workers on 01/09/2020. Seen the training records. Bukit Sagu Esttae 07 has issued memo dated 05/08/2020 to relevant stakeholders in related to the channels of report complaint and grievances. Interviewed with the stakeholders confirmed that they are understand on the process of complaint and grievances.</p>	Complied
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>Bukit Sagu Estate 07 has implemented Housing Repair record to record any complaints related to housing. Sampled the complaint for the House No.: L3-6 dated 21/05/2020 reported for capacitor of fan was malfunction. Interviewed with the complainant confirmed that the issue was rectified by the management.</p> <p>Bukit Sagu Estate 08 has implemented Complaint/ Improvement Form and Complaint &amp; Grievance Record. The complainant will lodge complaint and written in the complaint form and the person in charge will transfer the complaint into the Complaint &amp; Grievance Record to monitor. Any action taken will be recorded in the form and complainant will acknowledged after the issue has resolved.</p>	Complied

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		<p>Bukit Sagu Estate 04 has implemented Complaint Book to record all the defects and housing repair from the workers. Sampled one of the complaints for House No.: RP43/93 dated 15/09/2020 on the broken water pipe. Seen the photo evident of the issue has been rectified on 02/10/2020.</p>	
<p>4.2.4</p>	<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>As per SOP for Complaint &amp; Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01.04.2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.</p>	<p>Complied</p>
<p><b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
<p>4.3.1</p>	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Bukit Sagu POM has made contribution to local communities such as provide 100% job opportunity to local communities. Neighbouring school has requested for fertilizer for school project on 19/8/2020 and the management has approved on 21/08/2020. Management of Bukit Sagu Estate 07 has arranged a night market on every 14<sup>th</sup> of the month to allow the workers to purchase the essential goods. Besides, the management has made foods contribution to all the staffs and workers during the pandemic period such as rice, sugar, cooking oil, eggs and flour. Seen the invoice# 0013254 dated 30/03/2020. Free school bus was provided to the children of workers.</p> <p>FGV Group has issued circular on 23/03/2020 to all the operating units to ensure they provided all the basis necessity to the workers during the period of MCO. Total RM 35 per worker for rice, sugar, cooking oil, flour, coffee and eggs. Seen the records of distribution of the necessity were sighted.</p>	<p>Complied</p>

		<p>Bukit Sagu Estate 06 has made contribution to the local communities such as provided schooling funds to the children of the workers at one time. Seen the cash voucher records for the funds issued to the applicants.</p>	
<p><b>Criterion 4.4:</b> 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.</p>			
<p>4.4.1</p>	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.            - Critical (Major) compliance -</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Tenancy Agreement dated 06/01/2012 which commenced on 01/01/2012 between FELDA and FGV and the agreement will further renew every 3 years up to total 99 years was sighted for Bukit Sagu Complex.</p> <p><b><u>Bukit Sagu Estate 07:</u></b>            Total 2,211.88 ha of land in Bukit Sagu Estate 07 was leased from FELDA to manage.</p> <p><b><u>Bukit Sagu Estate 08:</u></b>            Total 2,233.10 ha of land in Bukit Sagu Estate 08 was leased from FELDA to manage.</p> <p><b><u>Bukit Sagu Estate 04:</u></b>            Total 3,340.29 ha of land in Bukit Sagu Estate 04 was leased from FELDA to manage.</p> <p><b><u>Bukit Sagu Estate 06:</u></b>            Total 1,766.44 ha of land in Bukit Sagu Estate 06 was leased from FELDA to manage.</p>	<p>Complied</p>

4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	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. - Minor compliance -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
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 -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	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 -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.3	<b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).	The estate lands are legally owned by the company. The existing estates and POM are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm that there is no dispute.	Complied

	- Critical (Major) compliance -		
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.5	<b>(C)</b> 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. - Critical (Major) compliance -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no land dispute in the Bukit Sagu Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
<b>Criterion 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	<b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.	Complied
4.5.2	<b>(C)</b> 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	There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified	Complied

	<p>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>area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.</p>	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.</p>	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.</p>	Complied

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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 -	There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There was new planting in Bukit Sagu Estate 08 for total 61.54 ha which is under the leased land from FELDA and it is RSPO certified area as reported. There was no acquisition of new land for new planting for Bukit Sagu Estate 08.	Complied
<b>Criterion 4.6:</b> Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.6.2	<b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Refer to Indicator 4.6.1.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the	Complied



		settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
<b>Criterion 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	<b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	Refer to Indicator 4.7.2.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There is no customary right land in Bukit Sagu Certification Unit. Therefore, the clause is not applicable.	Complied

<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There is no customary right land in Bukit Sagu Certification Unit. Therefore, the clause is not applicable.	Complied
4.8.2	<b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There is no customary right land in Bukit Sagu Certification Unit. Therefore, the clause is not applicable.	Complied
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 customary right land in Bukit Sagu Certification Unit. Therefore, the clause is not applicable.	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 -	There is no customary right land in Bukit Sagu Certification Unit. Therefore, the clause is not applicable.	Complied
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			

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5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and past prices paid for Fresh Fruit Bunches (FFB) has been displayed at the mill weighbridge counter. Pricing was according to the MPOB pricing.</p>	Complied
5.1.2	<p><b>(C)</b> 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 available that the mill explains the FFB pricing to smallholders per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 01/2020; Date: 28/2/2020</li> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 02/2020; Date: 18/8/2020</li> </ul>	Complied
5.1.3	<p><b>(C)</b> 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 based on MPOB prices documented as per sample sighted for external supplier as following:</p> <ul style="list-style-type: none"> <li>- Makluman Tawaran Harga Belian BTS FGV Trading Sdn. Bhd.; Bil (44)FGVTSB/FFBPD/HQ/01; Date: 11/3/2020 as following:</li> <li>- Harga A: For Felda Settlers only based on Daily FFB price per 1%</li> <li>- Harga B</li> <li>- Harga C</li> </ul> <p>As per sample for external supplier:</p> <ul style="list-style-type: none"> <li>- Kim Ma Oil Palm (Transport) Sdn. Bhd.; Bil: (45)FGVPISB/FFBPD/8668; Date: 4/3/2019; Criteria:</li> <li>- Kadar Perahan Asas MSM</li> <li>- Kadar Perahan Asas</li> <li>- Potongan pengangkutan MSM</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>- Potongan pengangkutan IRS</li> <li>- Potongan ses MPOB</li> <li>- Caj memproses</li> </ul>	
5.1.4	<p><b>(C)</b> 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 that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts through sessions of meeting as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 01/2020; Date: 28/2/2020</li> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 02/2020; Date: 18/8/2020</li> </ul>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe as per sample sighted in BSO7 Estate as following:</p> <ul style="list-style-type: none"> <li>- Contract: "Provision of Transport, Driver, Skilled Labour, Equipment and Tools for FFB Transport from Estate (Bin System) to Mill</li> <li>- Contract # 5600006147</li> <li>- Estate/Field: Bukit Sagu 07/PR15C</li> <li>- Contract period: 1/1/2020 – 31/12/2020</li> <li>- Contractor: Mahu Berjaya Enterprise</li> <li>- Sample payment voucher # KLP047520090002; Payment Date: 11/9/2020; Invoice date: 2/9/2020</li> </ul> <p>BS06 Estate as per sample sighted as following:</p>	Complied

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		<ul style="list-style-type: none"> <li>- Contract: FFB transport from Bukit Sagu 06 Estate to Bukit Sagu Palm Oil Mill</li> <li>- Contract # 5300005563</li> <li>- Estate/Field: 0368PM1405</li> <li>- Contractor: Arah Bermaju Enterprise</li> <li>- Sample payment voucher # KLD036820070001</li> </ul>	
5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given within 15 days as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Supplier: Amalan Widuri; MPOB # 591812002000; FFB Delivery Period: 15-29/9/2020; Payment date: 2/10/2020</li> <li>- Supplier: Mutiara Sulaman; MPOB # 604492002000; FFB Delivery Period: 15-29/9/2020; Payment date: 2/10/2020</li> </ul>	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>Weighbridges used for determining payment to smallholders are verified by Metrology Corporation Malaysia Sdn. Bhd. on behalf of relevant government agency as per records of calibration stamping, Borang D (Timbang dan Sukat); Perakuan Timbang dan Sukat; Akta Timbang dan Sukat 1972; Peraturan-peraturan Timbang dan Sukat 1981 (Peraturan 16, 28A dan 45) for 2 mill weighbridges as per latest completed as following:</p> <ul style="list-style-type: none"> <li>- Weighbridge Serial # E445227633; Stamping # CKU-ATK 007964; Date: 27/7/2020</li> <li>- Weighbridge Serial # B812577828; Stamping # CKU-ATK 021685; Date: 14/5/2020</li> </ul>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control</p>	<p>Bukit Sagu POM certification units indirectly supports the smallholders among Felde Settlers whom managed by dedicated Felde scheme smallholders manager together with its settlers farm operational manager Felde Technoplant. FFB suppliers other than</p>	Complied

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	system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	the Felda Settlers are free to choose whether to sell their crop or not to Bukit Sagu POM.	
5.1.9	<b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	The same grievance mechanism as described in Criteria 4.2 is used. As of the audit date, there were 3 grievance reports received from smallholders which were addressed satisfactorily.	Complied
<b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	<p>Consultation mainly involved Felda Settlers through periodical sessions of meeting as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 01/2020; Date: 28/2/2020</li> <li>- Minit Mesyuarat Jawatankuasa Perundingan, Permuafakatan dan Kualiti (JPPK) Bukit Sagu between Mill Manager, Felda Manager, FTP Manager, Head of Settlers &amp; Area Quality Supervisor; Ref. # 02/2020; Date: 18/8/2020</li> </ul> <p>All issues related to FFB delivered to the mill as well as their needs for support to improve their livelihoods and their interest in RSPO certification were discussed in the meeting.</p>	Complied
5.2.2	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). - Minor compliance -	<p>Bukit Sagu POM certification units indirectly supports the smallholders among Felda Settlers whom managed by dedicated Felda scheme smallholders manager together with its settlers farm operational manager Felda Technoplant.</p> <p>Nonetheless, there were records available related to support program by BS07 Estate as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Support to SM Pelangi Sdn. Bhd. (small smallholder company) to provide access through BS07 field</li> </ul>	Complied

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		- Support to provide water to SM Pelangi Sdn. Bhd.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Bukit Sagu POM certification units indirectly supports the smallholders among Felda Settlers whom managed by dedicated Felda scheme smallholders manager together with its settlers farm operational manager Felda Technoplant. Nonetheless, current FFB legality control established as per indicator 2.3.1 above.	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Bukit Sagu POM certification units indirectly supports the smallholders among Felda Settlers whom managed by dedicated Felda scheme smallholders manager together with its settlers farm operational manager Felda Technoplant. Nonetheless, current best practices implementation promoted through policies and procedures available publicly in operating units office area.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Bukit Sagu POM certification units indirectly supports the smallholders among Felda Settlers whom managed by dedicated Felda scheme smallholders manager together with its settlers farm operational manager Felda Technoplant. Nonetheless, FGV as a group has also set the target to support the RSPO certification of Felda Settlers as reported in ACOP 2019.	Complied
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where all employees and workers shall receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, and marital status, reproductive rights of women, union membership/affiliation / employment status, or political affiliation.	Complied

6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Interviewed with the workers comprises of different gender and nationalities confirmed that no discrimination has occurred in the plantations. The management treated all equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>The recruitment of foreign workers is through JTK Department in HQ based on the regulation requirements. For local workers, they will display job vacancy advertisement in the estates or Wilayah office. Medical test will be required for all the workers prior to start work. All the recruitment is done based on skills, capabilities, qualities and medical fitness.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Reviewed the recruitment record of the medical check-up found that pregnancy testing is not a criterion for pre-employment. Interviewed with the female workers confirmed that pregnancy testing is not a pre-requisite to join the company.</p>	Complied
6.1.5	<p><b>(C)</b> 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>Gender Committee was established in Bukit Sagu Estate 07 and meeting was conducted to discuss issue related to female workers. The last meeting was conducted on 02/08/2020 and meeting minutes was sighted. No issue related to sexual harassment and violence reported. During the meeting, the Chairman has informed the committee that they had discussed with the management to allow the new mother to have break time for breastfeeding. Interviewed with the Chairman of Gender Committee confirmed that there is no any new mother for the past 2 years.</p> <p>Meeting was conducted on 11/09/2020 and 12/09/2020 in Bukit Sagu Estate 08 and Bukit Sagu Estate 04 respectively. Meeting minutes was sighted and no issue reported during the meeting.</p>	Complied



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		Rights of the female workers and reproductive rights were explained during the meeting.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Reviewed on the total 61 payslips (January 2020, March 2020, April 2020 and September 2020) in whole Bukit Sagu POM and supply bases which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2020 without any discrimination.	Complied
<b>Criterion 6.2:</b> 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	<b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	All the workers have signed on the employment contract or offer letter (local worker) prior to work. The contract is in their national languages such as Bahasa Malaysia, English and India. All the terms and conditions were clearly outlined in the contract and briefed to all the workers before they signed the contract during induction training. Sampled of the contracts as below: <ul style="list-style-type: none"> <li>a) Employee No.: 1211917 (BSPOM)</li> <li>b) Employee No.: 1210610 (BSPOM)</li> <li>c) Employee No.: 1211655 (BSPOM)</li> <li>d) Employee No.: 1210933 (BSPOM)</li> <li>e) I/C No.: 010710-06-05XX (BSPOM's Contractor)</li> <li>f) I/C No.: 891209-06-52XX (BSPOM's Contractor)</li> <li>g) I/C No.: 920113-06-57XX (BSPOM's Contractor)</li> <li>h) I/C No.: 010724-06-03XX (BSPOM's Contractor)</li> <li>i) Employee No.: LW 04750063 (BSE7)</li> <li>j) Employee No.: LW 04750061 (BSE7)</li> <li>k) Employee No.: FW 04751147 (BSE7)</li> <li>l) Employee No.: FW 04751151 (BSE7)</li> </ul>	Non-compliance

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		<ul style="list-style-type: none"> <li>m) Employee No.: FW 04751137 (BSE7)</li> <li>n) Passport No.: AT 760009 (BSE7's Contractor)</li> <li>o) Passport No.: B 6841852 (BSE7's Contractor)</li> <li>p) Employee No.: FW 06290805 (BSE8)</li> <li>q) Employee No.: FW 06290874 (BSE8)</li> <li>r) Employee No.: FW 06290945 (BSE8)</li> <li>s) Employee No.: FW 06290960 (BSE8)</li> <li>t) Employee No.: FW 06290430 (BSE8)</li> <li>u) Employee No.: LW 06290053 (BSE8)</li> <li>v) Passport No.: AT 773215 (BSE8's Contractor)</li> <li>w) Passport No.: C 4519306 (BSE8's Contractor)</li> <li>x) Passport No.: AT 420316 (BSE8's Contractor)</li> <li>y) Employee No.: FW 03300843 (BSE4)</li> <li>z) Employee No.: FW 03300886 (BSE4)</li> <li>aa) Employee No.: FW 03301294 (BSE4)</li> <li>bb) Employee No.: LW 03300092 (BSE4)</li> <li>cc) Employee No.: LW 03300101 (BSE4)</li> <li>dd) I/C No.: 840826-03-54XX (BSE4's Contractor)</li> <li>ee) I/C No.: 880119-06-57XX (BSE4's Contractor)</li> <li>ff) Passport No.: C 5739365 (BSE4's Contractor)</li> <li>gg) Passport No.: AT 905257 (BSE4's Contractor)</li> <li>hh) Employee No.: FW 03680970 (BSE6)</li> <li>ii) Employee No.: FW 03681028 (BSE6)</li> <li>jj) Employee No.: LW 03680163 (BSE6)</li> <li>kk) Employee No.: FW 03681007 (BSE6)</li> </ul>	
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		<p>II) Passport No.: C 2726702 (BSE6's Contractor)  mm) Passport No.: AT 768921 (BSE6's Contractor)</p> <p><u>Bukit Sagu POM, Bukit Sagu Estate 04 and Bukit Sagu Estate 06:</u>  Sampled payslips for contractor's workers found that they were not paid two days' wages at the ordinary rate of pay for work on public holiday and two days' wages for work on rest day.</p> <table border="1"> <thead> <tr> <th>I/C or Passport No.</th> <th>Date of Work</th> <th>Operating Unit</th> </tr> </thead> <tbody> <tr> <td>930324-06-54XX</td> <td rowspan="5">01/05/2020 (Public Holiday)</td> <td rowspan="5">Bukit Sagu POM</td> </tr> <tr> <td>010710-06-05XX</td> </tr> <tr> <td>920113-06-57XX</td> </tr> <tr> <td>891209-06-52XX</td> </tr> <tr> <td>010724-06-03XX</td> </tr> <tr> <td>970414-06-57XX</td> <td>01/05/2020 (Public Holiday) 05/06/2020, 12/06/2020, 19/06/2020 and 26/06/2020 (Rest Day Work)</td> <td></td> </tr> <tr> <td>AT 768921</td> <td>20/08/2020 (Public Holiday) 28/08/2020 (Rest Day)</td> <td>Bukit Sagu Estate 06</td> </tr> </tbody> </table>	I/C or Passport No.	Date of Work	Operating Unit	930324-06-54XX	01/05/2020 (Public Holiday)	Bukit Sagu POM	010710-06-05XX	920113-06-57XX	891209-06-52XX	010724-06-03XX	970414-06-57XX	01/05/2020 (Public Holiday) 05/06/2020, 12/06/2020, 19/06/2020 and 26/06/2020 (Rest Day Work)		AT 768921	20/08/2020 (Public Holiday) 28/08/2020 (Rest Day)	Bukit Sagu Estate 06	
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		<p><u>Bukit Sagu Estate 08 and Bukit Sagu Estate 06:</u>          Sampled the payslip for the workers below found that they did not achieve Minimum Wage Order 2019 and 2020.</p>																												
		<table border="1"> <thead> <tr> <th>Employee No.</th> <th>Month</th> <th>Wages</th> <th>Operating Unit</th> </tr> </thead> <tbody> <tr> <td>FW 06290765</td> <td>March 2020</td> <td>RM 1,112.43</td> <td>Bukit Sagu Estate 08</td> </tr> <tr> <td>FW 06290960</td> <td>September 2020</td> <td>RM 1,076.84</td> <td>Bukit Sagu Estate 08</td> </tr> <tr> <td>FW 03680817</td> <td>January 2020</td> <td>RM 1,090.00</td> <td>Bukit Sagu Estate 06</td> </tr> <tr> <td>FW 03680970</td> <td>September 2020</td> <td>RM 1,185.68</td> <td>Bukit Sagu Estate 06</td> </tr> <tr> <td>FW 03681007</td> <td>September 2020</td> <td>RM 1,180.57</td> <td>Bukit Sagu Estate 06</td> </tr> </tbody> </table>				Employee No.	Month	Wages	Operating Unit	FW 06290765	March 2020	RM 1,112.43	Bukit Sagu Estate 08	FW 06290960	September 2020	RM 1,076.84	Bukit Sagu Estate 08	FW 03680817	January 2020	RM 1,090.00	Bukit Sagu Estate 06	FW 03680970	September 2020	RM 1,185.68	Bukit Sagu Estate 06	FW 03681007	September 2020	RM 1,180.57	Bukit Sagu Estate 06	
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		<p>Besides, the work permits for the following contractors' workers were found expired.</p> <table border="1" data-bbox="1137 435 1926 635"> <thead> <tr> <th>Permit No.:</th> <th>Date Expiry</th> </tr> </thead> <tbody> <tr> <td colspan="2">Bukit Sagu Estate 06</td> </tr> <tr> <td>PE 7307682</td> <td>16/04/2020</td> </tr> <tr> <td>PE 7307759</td> <td>12/03/2020</td> </tr> </tbody> </table> <p>This indicated that the applicable labour laws, union and/or other collective agreements and documentation of pay and conditions were not implemented effectively. <b>Hence, a Critical NC has been raised on the matter.</b></p>	Permit No.:	Date Expiry	Bukit Sagu Estate 06		PE 7307682	16/04/2020	PE 7307759	12/03/2020	
Permit No.:	Date Expiry										
Bukit Sagu Estate 06											
PE 7307682	16/04/2020										
PE 7307759	12/03/2020										
6.2.2	<p><b>(C)</b> 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. - Critical (Major) compliance -</p>	<p>Sampled total 61 employment contracts and payslips (January 2020, March 2020, April 2020 and September 2020). It has clearly stated that the payment and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, reasons for dismissal, period of notice) in the employment contract or offer letter.</p>	Complied								
6.2.3	<p><b>(C)</b> 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. - Critical (Major) compliance -</p>	<p>Verified the payslips and Workers Attendance Sheet and Pocket Checkroll Report confirmed that the workers were paid according to the Employment Act 1955 and Minimum Wage Order 2020. Deduction of wages was made as per approval from Labour Department.</p>	Complied								
6.2.4	<p><b>(C)</b> 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><u>Bukit Sagu Estate 07:</u> Seen the checklist using for the linesite inspection, '<i>Pemeriksaan Harian Kawasan Asrama/ Rumah Pekerja Asing</i>'. They conducted</p>	Non-compliance								

	<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>the inspection on weekly basis and any issues sighted during the inspection were recorded in the checklist with proposed action and person-in-charge for the issue. Status was update accordingly after action has been taken.</p> <p>However, during site visit to housing area found that the following issue:</p> <ol style="list-style-type: none"> <li>1. House No.: BS7-RP-12/04 – drainage broken behind the house, septic tank cover was missing, drainage clogged.</li> <li>2. House No.: BS7-RP-15/04 – contractor's lorry was parking beside the house with oil spillage signage noted. Rubbish was scattered behind the house. Lubricant containers and chemical container were found kept outside the house.</li> </ol> <p>These issues were not captured in the linesite inspection that last carried out on 3<sup>rd</sup> week of September 2020.</p> <p><u>Bukit Sagu Estate 08:</u></p> <p>Linesite inspection was carried out by Workers' Affair Officer on weekly basis and counter check by Assistant Manager. Last inspection was conducted on 08/09/2020, 15/09/2020, 22/09/2020 and 29/09/2020. Remarks were sighted for the issues sighted during the inspection and is in the progress of tendering for repair work.</p> <p><u>Bukit Sagu Estate 04:</u></p> <p>Seen the linesite inspection checklist found that the inspection was conducted on weekly basis by the Workers' Welfare Officer. Any issues found during the inspection were recorded in the checklist with action plan sighted.</p>	
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		<p>However, during site visit to housing area found that following issues:</p> <ol style="list-style-type: none"> <li>1. House No.: R.P 6/94 – Broken roof and trashes scattered in front the house.</li> <li>2. Ex-contractor workshop – Used tyres, broken tractors and lorries, broken parts and empty chemical container were found in the linesite area. Sign of burning and oil spillage was noted.</li> </ol> <p>This indicated that the condition of the housing compound was unsatisfactory..</p> <p><b>Hence, a Critical NC has been raised on the matter.</b></p>	
<p>6.2.5</p>	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>There were sundry shops available in the compound of housing. The workers are easily access to adequate, sufficient and affordable foods and goods.</p> <p>Management of Bukit Sagu Estate 07 has arranged a night market on every 14<sup>th</sup> of the month to allow the workers to purchase the essential goods.</p> <p>Interviewed with the workers confirmed that the goods and foods were sufficient and with reasonable price.</p>	<p>Complied</p>
<p>6.2.6</p>	<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><b>PROCEDURAL NOTE:</b></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,</p>	<p>FGV Bukit Sagu has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Sampled the prevailing wages for benefit of Utilities (water &amp; electricity) that provided to each worker, RM 39.00 for mill local worker and RM 42.26 for estate workers. The prevailing wages is more than the Minimum Wage Order 2020.</p>	<p>Complied</p>

<p>Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to 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"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• 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</li> </ul>		
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	<ul style="list-style-type: none"> <li>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.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment 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 the core works are performed by permanent and full-time employees in Bukit Sagu POM and supply bases. No contract worker was employed. Contractor's workers were engaged as lorry driver to transport the FFB to mill.</p>	Complied
<p><b>Criterion 6.3:</b> The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where FGV commits to respect employees' and workers' right to freedom of movement, fair working hours, freedom of association and right to decent living condition. Briefing of the policy was conducted on 27/09/2020 in Bukit Sagu Estate 07, 07/09/2020 in Bukit Sagu Estate 08 and 24/08/2020 in Bukit Sagu Estate 04.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>FGV has signed an agreement with '<i>Kesatuan Pekerja-Pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung</i>' to outline all the terms and conditions and benefits of the employees in FGV. The agreement is valid from 01/01/2019 to 31/12/2021.</p> <p>Workers Committee (<i>Kesatuan Pekerja-Pekerja FPISB</i>) was established in Bukit Sagu POM and meeting was conducted among the workers and with the management. The last meeting conducted among the workers was on 25/06/2020 and with the management was conducted on 12/06/2020. Actions have been taken for the issues raised during the meeting. Seen the evidence of the action taken. For eg: the mill has engaged contractor with Tender Ref.</p>	Complied

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		No.: BS/4046/140/2020 for repairing any defects in housing area. Seen the Job Complete Certificate dated 29/07/2020. Bukit Sagu Estate 07 has conducted meeting between management and workers on 09/09/2020. Meeting minutes was sighted and issues raised were responded by the management during the meeting.	
6.3.3	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. - Minor compliance -	The workers have the right to join or form trade unions of their own choosing without prior authorization and to bargain collectively. Interviewed with the workers confirmed that the election of the representatives was elected freely by the workers without any interference of management.	Complied
<b>Criterion 6.4:</b> Children are not employed or exploited.			
6.4.1	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. - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company commits to eliminate any form of child labour and this has stated in the Supplier Code of Conduct which signed by every suppliers and contractors that engaged by the company.	Complied
6.4.2	<b>(C)</b> 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. - Critical (Major) compliance -	As per the Group Sustainability Policy, the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification. Reviewed the master list of employees found that no child labour was employed.	Complied
6.4.3	<b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Employee Master Listing and through interviewed with the stakeholders.	Complied

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6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The management of Bukit Sagu Certification Unit has communicated the Group Sustainability Policy and Supplier Code of Conduct (SCOC) to the third party, FFB suppliers and local communities during stakeholder meetings and before providing services to the company.</p>	Complied
<p><b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company does not tolerate any form of sexual harassment violence and abuse. Briefing of the policy was conducted on 27/09/2020 in Bukit Sagu Estate 07, 07/09/2020 in Bukit Sagu Estate 08 and 24/08/2020 in Bukit Sagu Estate 04.</p>	Complied
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where all employees and workers shall receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, and marital status, reproductive rights of women, union membership/affiliation / employment status, or political affiliation. Briefing of the policy was conducted on 27/09/2020 in Bukit Sagu Estate 07, 07/09/2020 in Bukit Sagu Estate 08 and 24/08/2020 in Bukit Sagu Estate 04.</p>	Complied
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><u>Bukit Sagu Estate 07 and Bukit Sagu Estate 08:</u></p> <p>There was no new mother for the past 2 years as verified through interviewed with the Chairman of Gender Committee. However, they have discussed with the management if there is any breastfeeding mother, they are allowing to have extra break time for breastfeed as reported during the Gender Committee Meeting. Bukit Sagu Estate 08 has monitored any new mother in the estate and questionnaire form for new mother needs was established.</p>	Complied

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		<p><u>Bukit Sagu Estate 04:</u></p> <p>There was an assessment conducted to identify new mother in the estate and there was one new mother with 10 months old baby. The assessment was conducted on 17/07/2020 and questionnaire was done by the new mother for her needs as a new mother. She needs 2 hours to breastfeed her baby. The management has approved the needs on 17/07/2020 as stated in the action plan for identification of the needs of new mother. Interviewed with the new mother confirmed that the management has fulfilled the needs of the new mother.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>FGV has established 'Prosedur Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-PR10(1) dated Jan 2020. The objective of the procedure is to establish a mechanism to handle any issues related to gender for all the employees and housewives living in the compound. Channel of complaint lodge has outlined in the procedure such as verbal and written. The appointed committee need to forward the complaint to Regional Gender Committee within 1 week from the date of complain received. If the case is unresolved, the committee will forward the case to <i>Talian Nur (Kementerian Pembangunan Wanita, Keluarga &amp; Masyarakat)</i> through 15999/ SUHAKAM/ <i>Jabatan Tenaga Kerja Semananjung Malaysia</i>. The management will protect the identity of the complainant if they wish not to reveal.</p>	Complied
<p><b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.</p>			
6.6.1	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> </ul>	<p>Interviewed with the workers confirmed that no forced and trafficked labour in Bukit Sagu Certification Units. The terms and conditions offered by the company were similar in their home country and when arrived in the plantations. No contract substitution has occurred. They have kept their passport at the</p>	Complied

	<ul style="list-style-type: none"> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>locker outside the office. Overtimes was monitored by the company and the workers are giving freedom to choose to overtime and resign. There was no penalty for termination of employment if they wish to terminate the contract earlier as per the employment contract signed.</p>	
<p>6.6.2</p>	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All basic necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	<p>Complied</p>
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
<p>6.7.1</p>	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>In BS07, OSH meeting last done on 8/9/2020 (03/2020) attend by 13 persons, found 1 accident been reported for June 2019. The OSH meeting was done periodically and previously record was on 3/6/2020.</p>	<p>Complied</p>

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		<p>Appointed person as responsible person for H&amp;S was identified in BS08. Sample appointment letter (27) FGVPM/500/629/5-1-03/(PT2) dated 2/3/2020 for En. Nasrul Bin Mohd Naim as OSH committee. The OSH meeting 03/2020 dated 15/9/2020 attended by 16 persons. The OSH meeting have discuss regarding to health, safety and welfare and been recorded accordingly.</p> <p>In BS06, OSH meeting was done 3 monthly basis, sighted record of Osh meeting 03/2020 dated 14/9/2020. There are 1 accident been discuss dated 1/9/2020. The investigation and claim was in progress and recorded accordingly.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers verified as per interview during site visit. The accident and emergency procedure was available referred document FPI/L2/QOHSE-22.0 and available in Bahasa Malaysia. As per verification on implementation as per below:-</p> <p>In Bukit Sagu POM record of JKPP8/52339/2019 – 2 accident on 2019. JKPP 6 also available under Mill document. Dated 3/1/2019 and 29/6/2019. First aid training was done 5/10/2019</p> <p>BS07, no accident happen for year 2019 and 2020. The JKPP 8 record was available JKPP8/39439/2019 dated 8/1/2020.</p> <p>BS08, 1 accident happen for year 2019. The JKPP 8 record was available JKPP8/47527/2020 dated 13/1/2020.</p> <p>BS04, No accident on 2019, the JKPP 8 record available JKPP8/52422/2020 dated 20/1/2020 and renew on 14/7/2020 referred JKPP 8/22761/2019.</p> <p>BS06, 1 accident was recorded for previous year dated 4/12/2019 as per recorded under JKPP 8/41159/2019 dated 22/1/2020.</p>	Complied
6.7.3	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all</p>	<p>PPE record was available for each workers in BSPOM and BS07. The appropriate safety and application equipment (safety boots, safety</p>	Complied

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	<p>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>helmets, rubber boots, cartridge masks, safety goggles, gloves and overalls) had been provided and used by the pesticides operators. PPE is been given to workers referred record in 'Buku Penerimaan PPE'. Latest PPE issuance was dated 26/6/2020 in BS04 was sighted and followed as per CHRA and SOP.</p>													
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers are provided with medical care and covered by accident insurance or SOCSO. The mill has conducted the medical surveillance for the workers on annually basis. Latest medical surveillance was conducted on 26/6/2020. 10 workers were send for surveillance, 2 workers from boiler, 3 workers from workshop and 5 workers from lab.</p> <p>In BS08, previous year 2019 have 1 accident happen with total 1 month lost mandays on date 26/6/2019, accident due to stroke during working. The management already claim to insurance on 5 April 2019.</p>	Complied												
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained and based on JKKP 6, 7 &amp; 8. Sample of accident statistic as shown below:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>2019</td> <td>Mill</td> <td>Bukit Sagu 07</td> <td>Bukit Sagu 08</td> <td>Bukit Sagu 4</td> <td>Bukit Sagu 6</td> </tr> <tr> <td>LTA</td> <td>26.32</td> <td>0</td> <td>6.24</td> <td>0</td> <td>4.46</td> </tr> </table>	2019	Mill	Bukit Sagu 07	Bukit Sagu 08	Bukit Sagu 4	Bukit Sagu 6	LTA	26.32	0	6.24	0	4.46	Complied
2019	Mill	Bukit Sagu 07	Bukit Sagu 08	Bukit Sagu 4	Bukit Sagu 6										
LTA	26.32	0	6.24	0	4.46										
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>															
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.															

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7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The plan of intergrated pest management was available under 'Pelan Pengurusan Kawalan Serangga MakhluK Perosak Tanaman Bersepadu'.</p> <p>Its including planting beneficial plant, to increase Barn owl box, cencus training and others.</p> <p>In BS07 the cencus was done periodically, latest done on 1/9/2020 with total 7.5%.</p> <p>For BS06, cencus on rat attack was available average 4.70% was low however the estate was done calendar rat baiting programme to ensure the attack was not above 5%.</p>	Complied
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>In Bukit Sagu, they are using 3 type of plant Tunera subulata, Cassia cobanensis, and Antigonan leptopus. No record of species that sighted in estate under Global Invasive Species Database and CABI.org.</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>The management not use fire as pest control. No record as per interview and document verification however as per Group Sustainability Policy (FGV/SED/POL/001) dated 29/5/2019 stated No Open burning policy in all its premise.</p>	Complied
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p><b>(C)</b> 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>The Justification of chemical was available under document MLSL(Ed.3)-Sec 4(2.0) dated 1 Sept 2017. There was divide into 3 type such as herbicide, insecticide and fungicide and that are specific to the target pest, weed or disease.</p>	Complied
7.2.2	<p><b>(C)</b> 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 and their active ingredients used, LD50, area treated, amount of a.i. applied per ha, and number of applications was maintained as per below, sampling on Glyphosate a/i per ha:-</p>	Complied



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		Estate	Ai / Ha	
		Bkt Sagu 07	1.0962	
		Bkt Sagu 08	1.21	
		Bkt Sagu 04	1.6	
		Bkt Sagu 06	1.05	
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.            - Critical (Major) compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A. The implementation in the field is consistent with the manual. It is the policy to minimize the use of pesticides in accordance with IPM plan. The pesticide reduction program is monitored on usage per hectare basis.</p>		Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.            - Minor compliance -</p>	<p>No record of prophylactic use of pesticide in estate.</p>		Complied
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.            The due diligence refers to:            a) Judgment of the threat and verify why this is a major threat            b) Why there is no other alternative which can be used            c) Which process was applied to verify why there is no other less hazardous alternative            d) What is the process to limit the negative impacts of the application</p>	<p>At FGV Bukit Sagu referred (27)010810/HQ/JAB.OP.17/Plantations/AM dated 8 May 2017 under Title: Prohibition on Using Paraquat Dichloride. This letter or memo to all FGV plantation to ensure cannot use Paraquat start from this letter issue approved by Suhaidi Hamzah (Executive Director).</p>		Complied

	<p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>		
7.2.6	<p><b>(C)</b> 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>Training needs of individual employees had been identified prior to the planning and implementation of the training programmes. This was in order to provide the specific skill and competency required to all employees based on their job description. The training matrix for 2020 "Training Needs Analysis (TNA) 2019/2020" dated 7 Jan 2020.</p>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The storage of Chemicals was arranged and segregated accordingly in the chemical store. The CCDS/SDS for chemicals available at point of use. In addition to specific training courses, safety briefings are given during muster to reinforce awareness, such as correct wearing of PPE.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Empty pesticide container was been triple rinsing and keep as scheduled waste. Sighted the inventory records for the month of January – September 2020 recorded in 'Rekod Bilasan 3 kali' file. Latest disposal was conducted on Sept 2020 as per letter of "Permohonan Pelepasan Bahan Buangan Terjadual Untuk Bekas/Tong Kosong Racun MakhluK Perosak Yang Telah Dibilas 3 Kali di Sektor Perladangan FGV"; Ref. # AS(BB) 91/110/619/161 Jilid 33(28); Date: 23/1/2019.</p>	Complied
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>No Aerial spraying been done in sampling area under Bukit Sagu estate.</p>	Complied

7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>In BS08 Medical Surveillance done by Klinik Syed Badaruddin Sdn Bhd (HQ/08/DOC/00/7) with total 23 workers send on 25/6/2020. The result showed all workers was fit to work with chemical.</p> <p>For BS04, medical surveillance done by My Health Clinic (HQ/19/DOC/00/00305), 36 workers was involve in this medical surveillance and result showed all fit to work with chemical. No abnormal result sighted as per verification.</p> <p>In BS06, medical surveillance already been conducted on 14/8/2020 with total workers involved was 41 person. Previous year conducted on 4/10/2019 by IFZ Medical Supplies (Klinik Shah) by Dr Ahmad Ikhwan Shah Bin Akhtar Ali (JKKP Hq/12/DOC/00/258), from the result showed all workers was fit to work with chemical.</p>	Complied								
7.2.11	<p><b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>All sprayer was male, however during interview with store keeper and female workers they aware regarding to 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>	Complied								
<p><b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>											
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>Waste management plan established as per procedure above. Sighted letter of "Permohonan Pegumpulan Bahan Buangan Terjadual Secara Berpusat di Sektor Perladangan FGV"; Ref. # JAS.600-3/5/26 Jld.3 (32); Date: 30/10/2019 @ FGVPM Bukit Sagu 04 Estate. Authorized transport to carry scheduled waste registered with DOE are as following:</p> <table border="1" data-bbox="1137 1222 1926 1343"> <thead> <tr> <th>Estate</th> <th>Reg. #</th> <th>Transport</th> <th>Driver</th> </tr> </thead> <tbody> <tr> <td>Bukit Sagu 04</td> <td>WJA 8637</td> <td>Toyota Hilux Single Cab 2.8</td> <td>Mazlan bin Aziz</td> </tr> </tbody> </table>	Estate	Reg. #	Transport	Driver	Bukit Sagu 04	WJA 8637	Toyota Hilux Single Cab 2.8	Mazlan bin Aziz	Complied
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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample sighted for SW disposal as following:</p>	Complied																																				

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		<ul style="list-style-type: none"> <li>- BSPOM: Date: 1/7/2020; Consignment # 20200715119KG1T7; Waste code: SW410; Quantity: 0.1570 mt; Waste transporter: Pentas Flora Sdn. Bhd.</li> <li>- BSPOM: Date: 1/7/2020; Consignment # 2020071511CMGBXJ; Waste code: SW305; Quantity: 0.3510 mt; Waste transporter: Pentas Flora Sdn. Bhd.</li> <li>- BS04 Estate: Date: 11/9/2019; Consignment # 68935; Waste code: SW409; Quantity: 0.1700 mt; Waste transporter: Greenverse Sdn. Bhd.</li> </ul>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Visit to the estates field and housing compound in Bukit Sagu POM complex confirmed no open fire been use for waste disposal.	Complied
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertiliser for various stages of palm age and techniques. Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil. The evidence of implementation was seen through verification of various records, apart from interview with manuring workers.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Foliar and soil sampling was carried out by Internal Agronomist from Agronomy Advisory and Services Department prior to the fertilizer recommendation for the next financial year. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals (Leaf and Soil Sampling Notes Procedure. Analysis reports were summarized as per below:	Complied

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		Estate	Agronomist report	Leaf Sampling and Soil Sampling	
		Bukit Sagu 04	Dated : 10 Feb 2020 by Rahimi Hissan from Operation Leader of FGV plantations Sdn Bhd	Report can refer Letter ref (02)010810/HQ/JA B.OP.20/Plantation /Pembajaan	
		Bukit Sagu 07	Dated : 25 April 2019 Puteri Raifana Bt Ahmad Zai	Report can refer Agronomist report for foliar sampling and soil sampling.	
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 -	EFB mulching is done as part of the nutrient recycling strategy. Application of EFB recorded in a file entitled "Rekod Angkut EFB 2020". In 2020 until todate, 689.05 mt was applied in field #PM08N which has covered around 8 Ha.		Complied	
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Records of fertiliser input were well maintained in various documents such as store issuance record, bin cards and month end account to name a few. Among the information available in the records was type of fertiliser, quantity and field number applied including date of application. Sampling on PM98A block 9 (77.42 ha) already applied 25.2 mt of NK Mix 11.6/27 on 22/2/2019 in BS07. For BS04 application record was available for review.		Complied	
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.					
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	As per topography map and site verification no area in estate that have fragile soil and high hill. Soil map is available referred to Soil map dated 4/6/2008 by Unit Komputer(GPS/GIS) from FELDA		Complied	

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		Agricultural Services Sdn Bhd. There are 10 type of soil series in BS07 such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy. As per map under page C5-4 Soil Series from Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation in Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd. (FGVPMSB) Bukit Sagu 8, Kuantan, Pahang	
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	No replanting was sighted in steep slope area as per site visit and no steep slope area in BS07 estate. There is new planting in BS08, the area however the area (61.54ha) was less than 25 degrees as per Topography map establish under page C5-1(Topography), Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation In Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd. (FGVPMSB) Bukit Sagu 8, Kuantan, Pahang.	Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	There is new planting in BS08, the area however (61.54ha) was less than 25 degrees as per Topography map establish by computer unit (GPS/GIS) Felda Agriculture Services Sdn Bhd dated 7/6/2008.	Complied
<b>Criterion 7.6:</b> 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	<b>(C)</b> 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 -	In BS08, new planting area with total 61.54 Ha have demonstrated the long term suitability as per C6-61 Improve soil fertility from the report of Proposed Development of Unplanted Area Covered About 61.54 Hectares into Oil Palm Plantation In Ladang Felda Global Ventures Plantation Malaysia Sdn. Bhd.	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 -	The planting in Bukit Sagu 8 already been mitigate by Consultant ARDH Millenia according to <i>EIA for Ladang FGVPMMSB Bukit Sagu 08</i> . The management already followed as per mitigation measure as per recommended in report and implement accordingly.	Complied

7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The soil survey and topographic already been done <i>EIA for Ladang FGVPMSB Bukit Sagu 08</i> by ARDH Millenia under 5.2 Geology and soil. The planning on drainage also been recommend by the consultant under 6.3.3 drainage and flood.	Complied
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> 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 all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. <b>PROCEDURAL NOTE:</b> 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 all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied
7.7.4	<b>(C)</b> 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 all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied



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		Nonetheless, the water management plans for both mill and estate have been established with main intention of to maintain the quality and availability of surface and ground water. Among the implemented plans were to effectively treat the mill effluent before discharging it to water ways and establishment of riparian zone to minimise pollutants from reaching the river.	
7.7.5	<p><b>(C)</b> 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 all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied
7.7.6	<p><b>(C)</b> 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 all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.	Complied
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the</p>	There is no peat soil or soil categorized as marginal or fragile soil all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam,	Complied

	<p>'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>	<p>Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.</p>	
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			
<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>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 as per sample sighted in BS07 Estate established as Water Management Plan for Housing and Estate which includes the formula to calculate the estimated volume of water consumed per house as following:</p> <ul style="list-style-type: none"> <li>- &lt;165 litres/day/person (low consumption)</li> <li>- 166 – 200 litres/day/person (medium consumption)</li> <li>- &gt;201 litres/day/person (high consumption)</li> <li>- Measured volume Jan-Dec 2019: 172.70 litres/day/person</li> </ul> <p>Volume of water consumed for field operation as following:</p> <ul style="list-style-type: none"> <li>- Chemical mixing Jan Dec 2019: 606,000 liter/year</li> <li>- Nursery: Nil</li> <li>- Drainage: Rainfall</li> </ul> <p>Source of water identified:</p> <ul style="list-style-type: none"> <li>- Rainfall</li> <li>- River</li> <li>- Tube well</li> <li>- Catchment pond</li> </ul>	<p>Complied</p>

		<p>Total rainfall 2019: 2530 mm; 133 days          Total rainfall as of September 2020: 1399 mm; 98 days</p>													
<p>7.8.2</p>	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.          - Critical (Major) compliance -</p>	<p>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). Monitoring of discharge water quality conducted as per sample sighted in BSPOM as following:</p> <ul style="list-style-type: none"> <li>- Analysis Certificate: 3275/2020; River Upstream &amp; Down Stream (Alur Sungai Reman) Samples Received Date: 7/9/2020; Report Date: 15/9/2020; Lab ref. # 6823/2020 (Upstream); # 6824/2020 (Downstream); BOD result: 12 ppm (Upstream); 16 ppm (Downstream)</li> </ul> <p>For estates as per following:</p> <table border="1" data-bbox="1137 911 1928 1110"> <thead> <tr> <th>Inlet sampling point</th> <th>Outlet sampling point</th> <th>River</th> </tr> </thead> <tbody> <tr> <td>BS06 Estate</td> <td>BS06 Estate</td> <td>Sg. Rengoi</td> </tr> <tr> <td>BS07 Estate</td> <td>BS07 Estate</td> <td>Sg. Reman</td> </tr> <tr> <td>BS08 Estate</td> <td>BS08 Estate</td> <td>Sg. Endau</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>- Latest sampling conducted on 8/9/2020</li> <li>- Previous result for BS07 Estate;</li> <li>- Test Report – Water Analysis Certificate # 403/2019W; Sampling date: 25/7/2019; Report date: 2/8/2019; Sg. Reman Inlet BOD result: 2 mg/l</li> </ul>	Inlet sampling point	Outlet sampling point	River	BS06 Estate	BS06 Estate	Sg. Rengoi	BS07 Estate	BS07 Estate	Sg. Reman	BS08 Estate	BS08 Estate	Sg. Endau	<p>Complied</p>
Inlet sampling point	Outlet sampling point	River													
BS06 Estate	BS06 Estate	Sg. Rengoi													
BS07 Estate	BS07 Estate	Sg. Reman													
BS08 Estate	BS08 Estate	Sg. Endau													

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		<ul style="list-style-type: none"> <li>- Test Report – Water Analysis Certificate # 403/2019W; Sampling date: 25/7/2019; Report date: 2/8/2019; Sg. Reman Outlet BOD result: 3 mg/l</li> </ul> <p>BS06 Estate Analysis Certificate # 635/2020; Sampling Date: 24/2/2020; Report date: 2/3/2020; Sg. Rengoi Inlet BOD result: 7 mg/l</p> <p>BS06 Estate Analysis Certificate # 1635/2020; Sampling Date: 24/2/2020; Report date: 2/3/2020; Sg. Rengoi Outlet BOD result: 7 mg/l</p>	
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>- Analysis Certificate: 3275/2020; Final Discharge Sample Received Date: 7/9/2020; Report Date: 15/9/2020; Lab ref. # 6822/2020; BOD result: 99 ppm</li> </ul>	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Mill water use per tonne of FFB is monitored and recorded as per sighted as following:</p> <ul style="list-style-type: none"> <li>- Mill water use 2019: 1.23 m<sup>3</sup>/mt FFB</li> <li>- Mill water use as of Sep 2020: 1.51 m<sup>3</sup>/mt FFB</li> </ul>	Complied
<b>Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</b>			
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Efficiency of use implemented through monitoring of usage as per sample sighted for Bukit Sagu 7 Estate Monitoring of Diesel User Per Tonne of FFB 2020 for sample as following:</p> <ul style="list-style-type: none"> <li>- July 2020: 2.45 liter/mt</li> </ul>	Complied

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<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>GHG emissions are identified and assessed by Bukit Sagu POM complex. Plans to reduce or minimise them are implemented as per “Menenalpasti aktiviti pencemar alam sekitar dan pelan tindakan untuk mengurangkan pencemaran” for identified emissions as following:</p> <ul style="list-style-type: none"> <li>- FFB transport to the mill</li> <li>- Pesticide applications in estates field</li> <li>- Chemical fertilizer applications in estates field</li> <li>- Landfill operation</li> </ul> <p>Monitoring through Palm GHG calculator was conducted and publicly reported as per sighted in Appendix C of this public summary report.</p>	Complied
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p> <p><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></p> <p>Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation.</p> <p>For overall Bukit Sagu POM complex, there’s “Borang program pengurusan kualiti, alam sekitar, sosial, keselamatan &amp; kesihatan pekerjaan”; form # FGV/FGVPM/F(IMS)/3.2 Pind 1; date: 14/8/2020.</p> <p>Where an Objective was set i.e. “Pengurangan pelepasan GHG dengan pengurangan penggunaan diesel sebanyak 1% berbanding tahun 2019”.</p>	Complied

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7.10.3	<p><b>(C)</b> 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 are identified and plans to reduce or minimise them implemented and monitored as per sample sighted as following:</p> <p>Stack Air Emission Monitoring Report For 1<sup>st</sup> Half Year 2020; Report # STK/BSAGU/20/001; Date issued: 14/7/2020</p> <ul style="list-style-type: none"> <li>- Stack Air Emission Monitoring Report For 1<sup>st</sup> Half Year 2020 (Boiler # 2); Report # STK/BSAGU/20/001; Date issued: 4/9/2020</li> <li>- Stack Air Emission Monitoring Report For 2<sup>nd</sup> Half Year 2019 (Boiler # 1 &amp; Boiler # 2); Report # STK/BSAGU/19/002; Date issued: 29/10/2019</li> </ul>	Complied								
<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area											
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Visit to the new planting area in Bukit Sagu 08 Estate and replanting area in other estates within Bukit Sagu complex confirmed the land for new planting or replanting is not prepared by burning</p>	Complied								
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>Fire prevention and control measures for the areas directly managed implemented as per sample sighted in Bukit Sagu 07 Estate established as Fire Management Plan; Estate: FGVPM Bukit Sagu 07; Date: 5/10/2020 as following:</p> <table border="1" data-bbox="1137 1070 1930 1393"> <thead> <tr> <th data-bbox="1137 1070 1402 1118">Potential Fire</th> <th data-bbox="1408 1070 1930 1118">Prevention and control action</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1123 1402 1393" rowspan="5">Office fire</td> <td data-bbox="1408 1123 1930 1198">Open burning prohibition policy implementation</td> </tr> <tr> <td data-bbox="1408 1203 1930 1251">ERT committee – Fire Fighting Team</td> </tr> <tr> <td data-bbox="1408 1256 1930 1303">ERT firefighting training</td> </tr> <tr> <td data-bbox="1408 1308 1930 1356">Fire emergency evacuation drill</td> </tr> <tr> <td data-bbox="1408 1361 1930 1393">Fire hazard signages</td> </tr> </tbody> </table>	Potential Fire	Prevention and control action	Office fire	Open burning prohibition policy implementation	ERT committee – Fire Fighting Team	ERT firefighting training	Fire emergency evacuation drill	Fire hazard signages	Complied
Potential Fire	Prevention and control action										
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		<table border="1"> <tr> <td rowspan="3">Housing fire</td> <td>Open burning prohibition policy implementation</td> </tr> <tr> <td>Fire extinguisher provision</td> </tr> <tr> <td>Firefighting drill &amp; training</td> </tr> <tr> <td rowspan="3">Estate/field fire</td> <td>Open burning prohibition policy implementation</td> </tr> <tr> <td>Firefighting drill &amp; training</td> </tr> <tr> <td>Open burning prohibition signages</td> </tr> </table>	Housing fire	Open burning prohibition policy implementation	Fire extinguisher provision	Firefighting drill & training	Estate/field fire	Open burning prohibition policy implementation	Firefighting drill & training	Open burning prohibition signages	
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7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Evidence that the unit of certification engages with adjacent stakeholders on fire prevention and control measures were not available.</p> <p>This indicated that engagement with adjacent stakeholders on fire prevention and control measures was insufficient.</p> <p><b>Hence, a Minor NC has been raised on the matter.</b></p>	Non-compliance								
<p><b>Criterion 7.12:</b> 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.</p>											
7.12.1	<p><b>(C)</b> 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>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p> <p><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></p> <p>Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation.</p> <p>No new planting on other estates however as per sample sighted in BS04 Estate, HCV management established and implemented as per</p>	Complied								

		Pelan Pengurusan Biodiversiti Ladang FGVPM Bukit Sagu 04 (2017-2022).	
7.12.2	<p><b>(C)</b> 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><b>PROCEDURAL NOTE:</b>  Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).  - Critical (Major) compliance -</p>	<p>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p> <p><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></p> <p>Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation.</p> <p>Conservation for existing plantations in other estates implemented as per sample sighted i.e. Laporan Biodiversiti Ladang FGVPM Bukit Sagu 07; Updated by: Yaslam bin Mohammad Salleh; CDD Department; Date: 14/12/2016 and Laporan Biodiversiti Ladang FGVPM Bukit Sagu 04; Updated by: Yaslam bin Mohammad Salleh; CDD Department; Date: 16/12/2016.</p>	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	N/A	Not Applicable
7.12.4	<p><b>(C)</b> 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>There is no peat soil or soil categorized as marginal or fragile soil all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.</p> <p>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p>	Complied



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		<a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a> Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation. Monitoring for existing plantations in other estates implemented as per sample sighted Biodiversity Monitoring Plan FGVP; BS07 HCV Training; Date: 29/9/2020.	
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 -	There was no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.	Complied
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 -	For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information: <a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a> Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation. Programme to regularly educate the workforce about the status of RTE species is in place and monitored as per records of Monitoring of Wildlife and Sensitive Areas 2020; Bukit Sagu 06 Estate as following: - Sightings date: 11/6/2020; Species: Galus Galus; Block PR18D	Complied

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7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p> <p><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></p> <p>There is no peat soil or soil categorized as marginal or fragile soil all estates visited. The new planting in Bukit Sagu 08 Estate involved undulating area with 10 type of soil series such as Batu Anam, Bungor Lateritic, Bungor Shallow, Bungor, Durian Lateritic, Durian, local alluvium, malacca, marang and Tavy.</p> <p>Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation.</p>	Complied
7.12.8	<p><b>(C)</b> 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>For Bukit Sagu 08 Estate new development area, HCVRN assessment was conducted by consultant as per following public information:</p> <p><a href="https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</a></p> <p>There is no land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018. Hence, the Remediation and Compensation Procedure (RaCP) not applicable.</p> <p>Nonetheless, there were findings in indicator 3.4.3 above related to the action plan implementation.</p>	Complied



**Appendix B: Approved Time Bound Plan**

**TBP 2020**

No	2017	2018	2019	2020	2021
1	KS SELANCAR 2B	KS CHIKU	KS KALABAKAN	<b>KS KEMAHANG</b>	FGV ASIAN MILLING PLANTATION
2	KS ARING A	<b>KS KERATONG 2</b>	KS HAMPARAN BADAI	<b>KS CHINI 2</b>	FGV YAPID MAS (Golden Land)
3	KS SELENDANG	<b>KS SERTING</b>	KS UMAS	<b>KS JERANGAU BARAT</b>	PT CITRA NIAGA PERKASA (Indonesia)- No Mill
4	KS BUKIT SAGU	KS KERATONG 3	<b>KS SELANCAR 2A</b>	<b>KS TROLAK</b>	PT TEMILIA AGRO ABADI (Indonesia)- No Mill
5	KS KERATONG 09	KS KERTEH	<b>KS BUKIT MENDI</b>	<b>KS SEMENCHU</b>	FGV Estates Without mill (Paloh)
6	KS LEPAR UTARA 06	KS KOTA GELANGGI	<b>KS JENGA 8</b>	<b>KS PANCHING</b>	
7	KS MAOKIL	KS TENGGAROH	<b>KS JENGA 18</b>	<b>KS AIR TAWAR</b>	
8	KS KEMASUL	KS SERTING HILIR	<b>KS JENGA 3</b>	<b>KS LOK HENG</b>	
9	KS KRAU	KS NITAR	<b>KS PADANG PIOL</b>	<b>KS SG TENGI</b>	
10	KS LEPAR HILIR	KS JERANGAU BARU	<b>KS TERSANG</b>	<b>KS PASOH</b>	
11	KS KECHAU B	<b>KS KULAI</b>	KS PONTIAN UNITED	<b>KS KAHANG</b>	
12	KS PALONG TIMUR	<b>KS BELITONG</b>	KS TEMENTI	KS SAMPADI	
13	KS TRIANG	<b>KS BUKIT KEPAYANG</b>		<b>KS MEMPAGA</b>	
14	KS BESOUT	<b>KS PENGGELI</b>		KS KEMBARA SAKTI	
15	KS NERAM	<b>KS JENGA 21</b>		KS NILAM PERMATA	
16	KS CHINI 3	<b>KS ADELA</b>		KS MERCU PUSPITA	
17		<b>KS CHALOK</b>		KS LANCANG KEMUDI	
18		<b>KS WAHA</b>		KS EMBARA BUDI	
19				KS BAIDURI AYU	
20				KS TENGGAROH TIMUR	
21					
<b>TOTAL</b>	<b>16</b>	<b>18</b>	<b>12</b>	<b>20</b>	<b>5</b>

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	16	34	46	66	71
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RSPO	Certified
	External Audit
	Re Certification (Externally Audited)
	Internal Audit
	Preparation for audit

As at 29 February 2020, **33 mills RSPO certified** out of 68 mills.  
 \*Serting (New-Certification)

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES							
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
1	KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2014	Certified	STEVEN DEVELOPMENT SDN BHD	2020
		FGVPM Selancar 08	2017	MYNI 2014		BINGAN JAYA SDN BHD	2020
		FGVPM Selancar 09	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SH TRADING CO SDN BHD	2020
		n/a	n/a	n/a		TAI HUAT AGRICULTURE	2020
		n/a	n/a	n/a		SENDANG JUARA SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
n/a	n/a	n/a		KEE SAN HUAT OIL PALM SDN BHD	2020		

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		n/a	n/a	n/a		BKF BERHAD	2020
		n/a	n/a	n/a		AA SAWIT	2020
2	KS ARING A	FGVPM Aring 02	2017	MYNI 2014	Certified	FELDA Aring 1	2020
		FGVPM Aring 15	2017	MYNI 2014		T & A MACHANG AGRICULTURE SDN BHD	2020
		FGVPM Aring 03	2017	MYNI 2014		TAI ICHI ENTERPRISE	2020
		FGVPM Aring 04	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020
		FGVPM Aring 05	2017	MYNI 2014		SH TRADING CO KLUANG SDN BHD	2020
		FGVPM Aring 06	2017	MYNI 2014		FAUZI LIM PLANTATION SDN BHD	2020
		FGVPM Aring 08	2017	MYNI 2014		LIZIZ PLANTATION SDN BHD	2020
		FGVPM Aring 10	2017	MYNI 2014		EKSTRAPALMA PLANTATION SDN BHD	2020
		FGVPM Aring 11	2017	MYNI 2014		KUKUH CEMERLANG SDN BHD	2020
		n/a	n/a	n/a		PADANG MUTIARA SDN BHD	2020
		n/a	n/a	n/a		SEM WAH DEVELOPMENT ENTERPRISE	2020
		n/a	n/a	n/a		FIRST NATIONWIDE KEL.SDN BHD	2020
		n/a	n/a	n/a		GEMALAI PLANTATION SDN BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020
3	KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified	FELDA/FTP Selendang 1&2	2020
		FGVPM Selendang 4	2018	MYNI 2014		FELDA/FTP Endau	2020
		FGVPM Selendang 5	2018	MYNI 2014		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		FGVPM Berabong 1	2018	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a	PER.PELADANG NEGERI JOHOR	2020	
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN BHD	2020	
		n/a	n/a	n/a	YP PLANTATIONS HOLDING	2020	
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	
		n/a	n/a	n/a	EKSTRAPALMA SDN BHD	2020	
		n/a	n/a	n/a	GUAN LENG TRADING SDN BHD	2020	
		n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2020	
		n/a	n/a	n/a	BKF BERHAD	2020	
		n/a	n/a	n/a	PER PELADANG KAWASAN ENDAU	2020	
		n/a	n/a	n/a	AGROGUIDE SDN BHD	2020	
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	
	KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014		FELDA/FTP Bukit Sagu 01	2020

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4	FGVPM Bukit Sagu 6	2017	MYNI 2014	Certified	FELDA/FTP Bukit Sagu 02/03	2020
	FGVPM Bukit Sagu 07	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
	FGVPM Bukit Sagu 08	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020
	n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2020
	n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020
	n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
	n/a	n/a	n/a		TAN LEE CHAK	2020
	n/a	n/a	n/a		UTUSAN PADUAN SDN BHD.	2020

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		NAJA PALM OILS SDN BHD	2020
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020
		n/a	n/a	n/a		TOLEH MAJU ENTERPRISE	2020
		n/a	n/a	n/a		KIM MA OIL PALM	2020
		n/a	n/a	n/a		BKF BERHAD	2020
5	KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified	FELDA Keratong 10	2020
		FGVPM Bera Selatan 07	2017	MYNI 2014		FELDA Keratong 08	2020
		FGVPM Merchong	2017	MYNI 2014		FELDA Keratong 09	2020
		FGVPM Keratong Timur	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020
		FASSB Merchong	2017	MYNI 2014		RISDA PLANTATION SDN BHD (TEMERLOH)	2020
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	
		n/a	n/a	n/a	SRI KERDAU COMODITIES SDN BHD	2020	
		n/a	n/a	n/a	EXTRA PALMA PLANTATION S/B	2020	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	
		n/a	n/a	n/a	SISTEM SLURRY S/B	2020	
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	



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		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
6	KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified	FELDA Lepar Utara 03	2020
		FGVPM Lepar Utara 08	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020
		FGVPM Lepar Utara 09	2017	MYNI 2014		KIM MA OIL PALM	2020
		FGVPM Lepar Utara 11	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020
		FGVPM Lepar Utara 05					
		FGVPM Lepar Utara 10					
		FGVPM Lepar Utara 14					
7	KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2014	Certified	FELDA/FTP Maokil 01	2020
		FGVPM Moakil 07	2018	MYNI 2014		FELDA/FTP Maokil 02	2020
		n/a	n/a	n/a		FELDA/FTP Chempelak Barat	2020
		n/a	n/a	n/a		FELDA/FTP Tenang	2020
		n/a	n/a	n/a		FELDA/FTP Kemelah	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		LEE SENG OIL PALM S/B	2020
		n/a	n/a	n/a		SH TRADING CO KLUANG S/B	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		SENDANG JUARA S/B	2020
		n/a	n/a	n/a		BINGAN JAYA S/B	2020
		n/a	n/a	n/a		RISDA PLANTATION S/B (BP)	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		LIANG LEE TRADING CO	2020
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM S/B	2020
		n/a	n/a	n/a		SIN HIM KELAPA SAWIT TRADING S/B	2020
n/a	n/a	n/a		SAMANNA SAWIT TRADING	2020		
n/a	n/a	n/a		AA SAWIT S/B	2020		
8	KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2014	Certified	FELDA/FTP Chemmoi	2020
		FGVPM Mengkarak 2	2018	MYNI 2014		FELDA/FTP Kemasul	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		ENG HUAT LATEX	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
n/a	n/a	n/a		PPK PELANGAI	2020		

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		n/a	n/a	n/a		PPK BERA	2020	
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020	
9	KS KRAU	FGVPM Krau 2	2018	MYNI 2014	Certified	FELDA/FTP Krau 1	2020	
		FGVPM Krau 4	2018	MYNI 2014		FELDA/FTP Lembah Klau	2020	
		n/a	n/a	n/a		FELDA/FTP Lurah Bilut	2020	
				n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
				n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020
				n/a	n/a		RISDA PLANTATION SDN BHD	2020
				n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
				n/a	n/a		BAKTI MAS BINA S/B	2020
				n/a	n/a		SENG HIGHLAND FRUITS TRADING	2020
10	KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified	FELDA/FTP Lepar Hilir 1/4	2020	
		FGVPM Lepar Hilir 06	2017	MYNI 2014		FELDA/FTP Lepar Hilir 2	2020	
		FGVPM Lepar Hilir 08	2017	MYNI 2014		FELDA/FTP Lepar Hilir 3	2020	
11	KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified	FELDA/FTP Kumai	2020	
		FGVPM Triang Selatan 1	2017	MYNI 2014		FELDA/FTP Triang 1	2020	
		FGVPM Triang 4	2017	MYNI 2014		FELDA/FTP Triang 3	2020	
				n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
				n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
				n/a	n/a		KIM MA TRADING	2020
				n/a	n/a		RISDA PLANTATION SDN BHD	2020
				n/a	n/a		K.C GOH ENT S/B	2020
				n/a	n/a		KIM MA OIL PALM	2020
				n/a	n/a		BAKTI MAS BINA S/B	2020
		n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERAH BERA BHD	2020		
		n/a	n/a		AA SAWIT SDN BHD	2020		
		FGVPM Kechau 06	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020	
		FGVPM Kechau 08	2017	MYNI 2014		SENG HIGHLAND FRUITS TRADING	2020	
		FGVPM Kechau 09	2017	MYNI 2014		INTELLIGENT MACHINERY ENT	2020	

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		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
12	KS KECHAU B	FGVPM Kechau 10	2017	MYNI 2014	Certified	BAKTI MAS BINA S/B	2020
		FGVPM Kechau 02	2017	MYNI 2014		BIN HASSAN ENT	2020
		FGVPM Kechau 03	2017	MYNI 2014			2019
		FGVPM Kechau 07	2017	MYNI 2014			
		FGVPM Kechau 11	2017	MYNI 2014			
		FGVPM Chegar Perah 2	2017	MYNI 2014			
		FGVPM Telang 01	2017	MYNI 2014			
		FASSB Telang	2017	MYNI 2014			

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		Internal				external (Compliance)	
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
13	KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified	FELDA/FTP Palong Timur 01	2020
		FGVPM Palong Timur 06	2018	MYNI 2014		FELDA/FTP Palong Timur 02	2020
		n/a	n/a	n/a		FELDA/FTP Palong Timur 03	2020
		n/a	n/a	n/a		FELDA/FTP Palong 01	2020
		n/a	n/a	n/a		FELDA/FTP Palong 02	2020
		n/a	n/a	n/a		FELDA/FTP Palong 03	2020
		n/a	n/a	n/a		FELDA/FTP Palong 04	2020
		n/a	n/a	n/a		FELDA/FTP Palong 05	2020
		n/a	n/a	n/a		FELDA/FTP Palong 06	2020
		n/a	n/a	n/a		FELDA/FTP Pasir Besar	2020
		n/a	n/a	n/a		BINGAN JAYA S/B	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE	2020
		n/a	n/a	n/a		TAI ICHI ENT S/B	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020

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14	BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified	FELDA/FTP Besout 01	2020
		FGVPM Besout 07	2018	MYNI 2014		FELDA/FTP Besout 02	2020
		n/a	n/a	n/a		FELDA/FTP Besout 03	2020
		n/a	n/a	n/a		FELDA/FTP Besout 04	2020
		n/a	n/a	n/a		FELDA Besout 05	2020
		n/a	n/a	n/a		LADANG GETAH RISDA	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020
		n/a	n/a	n/a		POH LIM ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		KHIAZH SDN BHD	2020
		n/a	n/a	n/a		PKC & SONS SDN BHD	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		BKF BERHAD	2020
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2020
		n/a	n/a	n/a		WCB RESOURCES SDN BHD	2020
		n/a	n/a	n/a		KOP PKN KECIL N SEL BERHAD	2020
		15	KS NERAM	FGVPM Cherul 03	2018	MYNI 2014	Certified
n/a	n/a			n/a		FELDA Neram 01	
n/a	n/a			n/a		FELDA Neram 02	2020
n/a	n/a			n/a		FELDA/FTP Cerul 01	2020
n/a	n/a			n/a		FELDA/FTP Bukit Goh	2020
n/a	n/a			n/a		FELDA/FTP Bukit Kuantan	2020
n/a	n/a			n/a		TAI ICHI ENTERPRISE SDN BHD	2020
n/a	n/a			n/a		SRI KERDAU COMODITIES SDN BHD	2020
n/a	n/a			n/a		SERN LEE ENTERPRISE SDN BHD	2020
n/a	n/a			n/a		KUASA MY ENTERPRISE	2020
n/a	n/a			n/a		LADANG PERKAYA TERENGGANU	2020
n/a	n/a			n/a		ISMAQ AGRICULTURE SDN BHD	2020
n/a	n/a			n/a		NAJA PALM OILS S/B	2020
n/a	n/a			n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020

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		n/a	n/a	n/a		BKF BERHAD	2020
		n/a	n/a	n/a		NAZSO SNT	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020
		n/a	n/a	n/a		TOLEH MAJU ENT	2020
		n/a	n/a	n/a		AA SAWIT S/B	2020
		n/a	n/a	n/a		WU TERN SIANG	2020
		n/a	n/a	n/a		YEE PLANTATION SDN BHD	2020
		FGVPM Terapai 1	2018	MYNI 2014	Certified	FELDA/FTP Chini 01	2020

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			external (Compliance)		
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
16	KS CHINI 3	FGVPM Chini Timur 4	2018	MYNI 2014		FELDA/FTP Chini 04	2020
		n/a	n/a	n/a		FELDA/FTP Chini 05	2020
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLOH)	2020
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
17	KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified	FELDA Ciku 5	2021
		FGVPM Ciku 8	2018	MYNI 2014		FELDA Ciku 6	2021
		n/a	n/a	n/a		FELDA Ciku 1	2021
		n/a	n/a	n/a		FELDA Ciku 2	2021
		n/a	n/a	n/a		FELDA Ciku 3	2021
		n/a	n/a	n/a		FELDA Perasu	2021
		n/a	n/a	n/a		FELDA Ciku 7	2021
		n/a	n/a	n/a		SY LADANG MENGKEBANG S/B	2021
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE SDN BHD	2021
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2021
		n/a	n/a	n/a		SY LADANG SUNGAI TERAH	2021
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		PANTAS KETARA SDN BHD	2021
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		KUKUH CEMERLANG SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
n/a	n/a	n/a		GOLDEN MILL LUMBER SDN BHD	2021		
n/a	n/a	n/a		BUDISAWIT SDN BHD	2021		
n/a	n/a	n/a		AA SAWIT SDN BHD	2021		
18	KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified	FELDA/FTP Keratong 01	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 02	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATION S/B	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA TRADING	2021
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2021
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2021



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		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT S/B	2021
		n/a	n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERA	2021
19	KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Re-Certified (External Audit)	FELDA/FTP Raja Alias 1	2021
		FGVPM Palong 18	2018	MYNI 2014		FELDA/FTP Raja Alias 2	2021
		FGVPM Palong 21	2018	MYNI 2014		FELDA/FTP Raja Alias 3	2021
		FGVPM Serting Hilir 8	2018	MYNI 2014		FELDA/FTP Raja Alias 4	2021
		n/a	n/a	n/a		FELDA Raja Alias 5	2021
		n/a	n/a	n/a	FELDA/FTP Serting Hilir 1	2021	
		n/a	n/a	n/a	MIKIC ENT	2021	
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2021	
		n/a	n/a	n/a	K.C GOH ENT	2021	
		n/a	n/a	n/a	SERN LEE DEVELOPMENT S/B	2021	
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	
		n/a	n/a	n/a	SH TRADING CO S/B	2021	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2021	
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2021	
		n/a	n/a	n/a	RISDA PLANTATION S/B	2021	
				n/a	n/a	n/a	
		n/a	n/a	n/a		AA SAWIT S/B	2021
20	KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Certified	FELDA/FTP Keratong 03	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 04	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 05	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 06	2021
		n/a	n/a	n/a		FELDA/FTP Keratong 07	2021
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2021
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2021
		n/a	n/a	n/a		KIMMA TRANSPORT	2021
		n/a	n/a	n/a		SISTEM SLURRY S/B	2021
		n/a	n/a	n/a		LADANG UMAC	2021
		21	KS KERTEH	FASSB Kerteh		2018	MYNI 2014
FGVPM Semaring 01	2018			MYNI 2014	FELDA/FTP Kerteh 02	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 04	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 05	2021	
n/a	n/a			n/a	FELDA/FTP Kerteh 06	2021	
n/a	n/a			n/a	FELDA Kerteh 03	2021	
n/a	n/a			n/a	T&A MACHANG AGRICULTURE	2021	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2021	

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		BKF SDN BHD	2021
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021
		n/a	n/a	n/a		JURUSEMANGAT S/B	2021
		n/a	n/a	n/a		BUDI SAWIT S/B	2021
		n/a	n/a	n/a		SRI KAPAS ENT	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
22	KS KOTA GELANGGI	FASSB PPTTR	2018	MYNI 2014	Certified	FELDA/FTP Kota Gelanggi 01	2021
		FASSB K.GELANGGI 5/6	2018	MYNI 2014		FELDA/FTP Kota Gelanggi 02	2021
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 03	2021
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 04	2021
		n/a	2018	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021
		n/a	2018	n/a		SRI KERDAU COMMODITIES SDN BHD	2021
		n/a	2018	n/a		TACORP PLANTATATION SDN BHD	2021
		n/a	2018	n/a		SERN LEE ENT S/B	2021
		n/a	2018	n/a		GUTHRIE SG TEKAL ESTATE	2021
		n/a	2018	n/a		WANGSA CAMAR S/B	2021
23	KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2014	Certified	FELDA/FTP Jengka 12	2021
		n/a	2018	n/a		FELDA/FTP Jengka 13	2021
		n/a	2018	n/a	FELDA/FTP Jengka 14	2021	
		n/a	2018	n/a	FELDA/FTP Jengka 21	2021	
		n/a	2018	n/a	FELDA/FTP Jengka 22	2021	
		n/a	2018	n/a	FELDA/FTP Jengka 23	2021	
		n/a	2018	n/a	FELDA/FTP Jengka 24	2021	
		n/a	2018	n/a	FELDA/FTP Jengka 25	2021	
		n/a	2018	n/a	FELDA/FTP Jenderak Utara	2021	
		n/a	2018	n/a	FELDA/FTP Jenderak Selatan	2021	
		n/a	2018	n/a	FELCRA DURIAN HIJAU	2021	
		n/a	2018	n/a	DITALI SDN BHD	2021	
		n/a	2018	n/a	KOPERASI PENEROKA JENGA 10 BHD	2021	
		n/a	2018	n/a	GAMEBIRD INDUSTRIES (M) SDN BHD	2021	
		n/a	2018	n/a	TAI ICHI ENTERPRISE SDN BHD	2021	
		n/a	2018	n/a	SERN LEE ENT SDN BHD	2021	
		n/a	2018	n/a	EIMAN ENTERPRISE	2021	
		n/a	2018	n/a	UNIVERSITI TEKNOLOGI MARA	2021	

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		n/a	2018	n/a		KOPERASI PEKEBUN KECIL DAERAH JERANTUT	2021
		n/a	2018	n/a		WANGSA CAMAR SDN BHD	2021
24	KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	Certified	FELDA/FTP Inas Utara	2021
		n/a	2018	n/a		FELDA/FTP Sg Sibol	2021
		n/a	2018	n/a		FELDA/FTP Penggeli Timur	2021
		n/a	2018	n/a		FELDA/FTP Linggiu	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		RABOJAYA SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021
25	KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified	FELDA/FTP Ulu Belitong	2021
		FGVPM Bukit Tongkat B	2018	MYNI 2014		FELDA Bukit Permai	2021
		n/a	2018	n/a		FELDA / FTP Layang-Layang	2021
		n/a	2018	n/a		FELDA Air Hitam	2021
		n/a	2018	n/a		FELDA/FTP Ulu Penggeli	2021
		n/a	2018	n/a		FELDA/FTP Bukit Tongkat	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		SH TRADING CO. KLUANG SDN BHD	2021

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		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		SK LORRY SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021
		n/a	2018	n/a		GUAN LENG TRADING SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	2018	n/a		SISTEM SLURRY SDN BHD	2021
		n/a	2018	n/a		PCT OIL PALM SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
26	KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Certified	FELDA/FTP Taib Andak	2021
		n/a	2018	n/a		FELDA Bukit Batu	2021
		n/a	2018	n/a		FELDA Ulu Tebrau	2021
		n/a	2018	n/a		TETUAN MALCLAY INDUSTRIES S/B	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		TSK AIR MANIS RISDA PLANTATIONS SDN BHD	2021
		n/a	2018	n/a		PKM ULU SANGLANG RISDA PLANTATIONS SD	2021
		n/a	2018	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		LADANG KENG TEK LEE SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021
		n/a	2018	n/a		PKM MAJU JAYA RISDA PLANTATION	2021

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		n/a	2018	n/a		SH TRADING CO KLUANG S/B	2021
		n/a	2018	n/a		SH TRADING CO SG TIRAM MUKIM SG TIRAM	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		CHE YU TRADING SDN BHD	2021
		n/a	2018	n/a		SALIM NAWAWI	2021
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
27	KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified	FELDA/FTP Tunggai	2021
		n/a	n/a	n/a		FELDA/FTP Adela	2021
		n/a	n/a	n/a		FELDA/FTP Sening	2021
		n/a	n/a	n/a		FELDA/FTP kledang	2021
		n/a	n/a	n/a		SINAR LESTARI (M) SDN BHD	2021
		n/a	n/a	n/a		PPNJ	2021
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2021
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	n/a	n/a		SH TRADING CO	2021
		n/a	n/a	n/a		FONG TAK DEVELOPMENT	2021
		n/a	n/a	n/a		PERNIAGAAN SRI MAHTAI	2021
		n/a	n/a	n/a		YPJ PALM PLANTATION	2021
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2021
		n/a	n/a	n/a		SANTEX ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (t) SDN BHD	2021
		n/a	n/a	n/a		SALIM NAWAWI	2021
		n/a	n/a	n/a		BKF BERHAD SDN BHD	2021
		n/a	n/a	n/a		PALOH AGRICULTURE 9 ( JOHOR ) SDN BHD	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KERINAT BAKTI ENTERPRISE	2021
		n/a	n/a	n/a		YPJ PALM PLANTATION SDN BHD	2021
28	KS SERTING HILIR	FGVPM Tembangau 03	2018	MYNI 2014	Certified	FELDA/FTP Lui Muda	2021
		FGVPM Tembangau 05	2018	MYNI 2014		FELDA/FTP Lui Selatan 01	2021
		FGVPM Tembangau 06	2018	MYNI 2014		FELDA/FTP Lui selatan 02	2021
		FGVPM Tembangau 07	2018	MYNI 2014		FELDA/FTP Serting Hilir 02/03	2021
		FGVPM Tembangau 08	2018	MYNI 2014		FELDA/FTP Serting Hilir 6/7	2021
		FGVPM Tembangau 09	2018	MYNI 2014		FELDA/FTP Serting Hilir 04	2021
		FGVPM Serting Hilir 9	2018	MYNI 2014		FELDA/FTP Serting Hilir 05	2021
		FASSB Serting Hilir	2018	MYNI 2014		FELDA/FTP Sg Lui	2021
				n/a		n/a	n/a
		n/a	n/a	n/a		FELDA / FTP Lui Timur	2021
		n/a	n/a	n/a		FELDA/FTP Tembangau 1	2021
		n/a	n/a	n/a		FELDA/FTP Tembangau 2	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		KIM MA TRADING	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		MKIC ENT	2021
		n/a	n/a	n/a		BKF B/S	2021
		n/a	n/a	n/a		AA SAWIT S/B	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal				external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
29	KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified	FELDA/FTP Kepayang	2021
		n/a	n/a	n/a		FELDA/FTP Purun	2021
		n/a	n/a	n/a		FELDA/FTP Mayam	2021
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021
30	KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified	FELDA/FTP Jerangau	2021
		FGVPM Rantau abang 2	2021	MYNI 2014		FELDA/FTP Bukit Banding	2021
		FGVPM Chador 1	2018	MYNI 2014		RISDA PLANTATION SDN BHD	2021
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021
		n/a	n/a	n/a		BKF SDN BHD	2021
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021
		n/a	n/a	n/a		YEE PLANTATION SDN BHD	2021
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2021
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2021
		n/a	n/a	n/a		NAJA PALM OIL S/B	2021
31	KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified	FELDA/FTP Tenggaroh 02	2021
		FGVPM Tenggaroh 11	2018	MYNI 2014		FELDA/FTP Tenggaroh 04	2021
		FGVPM Tenggaroh 13	2018	MYNI 2014		FELDA/FTP Tenggaroh 05	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh Timur 01	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 07	2021
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 01	2021

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		n/a	n/a	n/a		ISMAIL BIN DAHLAN	2021
		n/a	n/a	n/a		PPNJ/ PPK MERSING	2021
		n/a	n/a	n/a		K.C GOH ENT	2021
		n/a	n/a	n/a		BINGAN JAYA S/B	2021
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021
		n/a	n/a	n/a		WAN LE HIN ENT	2021
		n/a	n/a	n/a		SANTEX ENT	2021
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2021
		n/a	n/a	n/a		SH TRADING CO. KLUANG S/B	2021
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2021
		n/a	n/a	n/a		KUASA MY ENT	2021
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2021
		n/a	n/a	n/a		BKF S/B	2021
		n/a	n/a	n/a		PALOH AGRICULTURE (JOHOR) S/B	2021
		n/a	n/a	n/a		ME RESOURCES S/B	2021
32	KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified	FELDA Nitar 1	2021
		n/a	2018	n/a		FELDA Nitar 2	2021
		n/a	2018	n/a		PPNJ	2021
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021
		n/a	2018	n/a		BINGAN JAYA S/B	2021
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENT	2021
		n/a	2018	n/a		ISMAIL TRADING	2021
		n/a	2018	n/a		CHOON GUAN OIL PALM S/B	2021
		n/a	2018	n/a		SH TRADING CO. KLUANG S/B	2021
		n/a	2018	n/a		YPJ PLANTATIONS S/B	2021
		n/a	2018	n/a		KUASA MY ENT	2021
		n/a	2018	n/a		GUAN LENG TRADING S/B	2021
		n/a	2018	n/a		WETOP S/B	2021
		n/a	2018	n/a		PER PELADANG KWSN ENDAU	2021
		n/a	2018	n/a		BAKTI MAS BINA S/B	2021
		n/a	2018	n/a		SISTEM SLURRY S/B	2021
33	KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified	FELDA/FTP Chalok Barat	2021
		n/a	2018	n/a		FELDA/FTP Tenang Besut	2021
		n/a	2018	n/a		FELDA/FTP Belara	2021
		n/a	2018	n/a		FELDA/FTP Selasih	2021

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		n/a	2018	n/a		FELDA Chalok	2021
		n/a	2018	n/a		PERNIAGAAN BINGAN JAYA	2021
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021
		n/a	2018	n/a		T & A MACHANG AGRICULTURE SDN BHD	2021
		n/a	2018	n/a		TAI ICHI ENTERPRISE	2021
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021
		n/a	2018	n/a		RISDA PLANTATION SDN BHD	2021
		n/a	2018	n/a		SYARIKAT WARISAN	2021
		n/a	2018	n/a		EKSTRAPALMA SDN BHD	2021
		n/a	2018	n/a		KIM MA OIL PALM SDN BHD	2021
		n/a	2018	n/a		HADI PLANTATION SDN BHD	2021
		n/a	2018	n/a		THP YT PLANTATION SDN BHD	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		KOPERASI PENANAM SAWIT MAMPAN DAERA	2021
		n/a	2018	n/a		NAJA PALM OIL PALM	2021
34	KS WA HA	FGVPM BUKIT APING SELATAN	2018	MYNI 2014	Certified	FELDA Bukit Aping Timur	2021
		n/a	2018	n/a		FELDA Bukit Aping Barat	2021
		n/a	2018	n/a		FELDA simpang Wa ha	2021
		n/a	2018	n/a		FELDA Bukit Easter	2021
		n/a	2018	n/a		FELDA Bukit Wa Ha	2021
		n/a	2018	n/a		PPNJ	2021
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021
		n/a	2018	n/a		BINGAN JAYA S/B	2021
		n/a	2018	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021
		n/a	2018	n/a		WAN LE HIN ENT	2021
		n/a	2018	n/a		AA SAWIT SDN BHD	2021
		n/a	2018	n/a		RINTING EMAS	2021
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021
		n/a	2018	n/a		KOP PEMBANGUNAN KG TERSUSUN MAWAI	2021
		n/a	2018	n/a		PERNIAGAAN SRI MAHTAI	2021
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA S/B	2021
		n/a	2018	n/a		CHE YU TRADING S/B	2021
		n/a	2018	n/a		SANTEX ENT	2021
		n/a	2018	n/a		LAI BROTHER TRADING	2021

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		n/a	2018	n/a	BFK BHD	2021
		n/a	2018	n/a	PALOH AGRICULTURE JOHOR S/B	2021
		n/a	2018	n/a	SISTEM SLURRY S/B	2021
		n/a	2018	n/a	AGRO BIS VENTURE S/B	2021

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
35	KS KALABAKAN	FGVPM Kalabakan Utara 01	2019	MYNI 2014	External Audit	KOKOLIN PLANTATION S/B	2022
		FGVPM Kalabakan Selatan	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022
		n/a	n/a	n/a		KRETAM HOLDINGS BHD	2022
		n/a	n/a	n/a		TERARAYA S/B	2022
		n/a	n/a	n/a		EVERPACE S/B	2022
36	KS HAMPARAN BADAI	FGVPM Sahabat 23	2019	MYNI 2014	External Audit	TAI ICHI ENTERPRISE SDN BHD	2022
		FGVPM Sahabat 24	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022
		FGVPM Sahabat 26	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022
		FGVPM Sahabat 28	2019	MYNI 2014		TAN CHOK PENG	2022
		FGVPM Sahabat 31	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022
		FGVPM Sahabat 33	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022
		FGVPM Sahabat 34	2019	MYNI 2014		KUASA MY ENTERPRISE	2022
		FGVPM Sahabat 25	2019	MYNI 2014		KEMAJUAN TANAH JUJUR SDN BHD	2022
		FGVPM Sahabat 22	2019	MYNI 2014		TELISAI FFB COLLECTING SDN BHD	2022
		FASSB Tambisan	2019	MYNI 2014			
37	KS UMAS	FGVPM Umas 05	2019	MYNI 2014	External Audit	FELDA Umas 1	2022
		FGVPM Umas 06	2019	MYNI 2014		FELDA Umas 2/3	2022
		n/a	n/a	n/a		FELDA Umas 4	2022
		n/a	n/a	n/a		KOKOLIN PLANTATION S/B	2022
		n/a	n/a	n/a		FIDELITY LAND S/B	2022
		n/a	n/a	n/a		TAI ICHI ENT S/B	2022
		n/a	n/a	n/a		K.C GOH ENT S/B	2022
		n/a	n/a	n/a		SERN LEE ENT	2022
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022
		n/a	n/a	n/a		MENGHWA S/B	2022
		n/a	n/a	n/a		EVERPACE S/B	2022

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		n/a	n/a	n/a	LIM SUN LAI	2022
		n/a	n/a	n/a	BALUNG PALM OIL MILL S/B	2022
		n/a	n/a	n/a	BRANTIAN PALM OIL S/B	2022
		n/a	n/a	n/a	YUWANG PLANTATION S/B	2022
		n/a	n/a	n/a	KAJ PLANTATION S/B	2022
		n/a	n/a	n/a	PANDAN SUKMA S/B	2022
		n/a	n/a	n/a	WINSOME BRANTIAN PLANTATION S/B	2022
		n/a	n/a	n/a	UT PALM PLANTATIONS S/B	2022
		n/a	n/a	n/a	NFC TRADING S/B	2022
		n/a	n/a	n/a	DURAWANG S/B	2022
		n/a	n/a	n/a	External Audit FELDA/FTP Selancar 01	2022
		n/a	n/a	n/a	FELDA/FTP Selancar 02	2022
		n/a	n/a	n/a	FELDA/FTP REDONG	2022
		n/a	n/a	n/a	FELDA Selancar 03	2022
		n/a	n/a	n/a	FELDA Selancar 04	2022
		n/a	n/a	n/a	FELDA Selancar 05	2022
		n/a	n/a	n/a	MEWAH OIL SDN BHD	2022
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2022
		n/a	n/a	n/a	STEVEN DEVELOPMENT SDN BHD	2022
		n/a	n/a	n/a	BINGAN JAYA	2022
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2022
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2022
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a	CHOON GUAN OIL PALM	2022
		n/a	n/a	n/a	SH TRADING CO SDN BHD	2022
		n/a	n/a	n/a	TAI HUAT AGRICULTURE	2022
		n/a	n/a	n/a	SENDANG JUARA	2022
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2022
		n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022
38	KS SELANCAR 2A					

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		BKF BERHAD	2022
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2022
		n/a	n/a	n/a		AA SAWIT SDN BHD	2022

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
39	KS BUKIT MENDI	n/a	n/a	n/a	External Audit	FELDA/FTP Bukit Mendi	2022
		n/a	n/a	n/a		FELDA/FTP Bukit Puchong	2022
		n/a	n/a	n/a		FELDA/FTP Mengkuang	2022
		n/a	n/a	n/a		FELDA Sg Kemahal	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2022
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2022
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2022
		n/a	n/a	n/a		ONG CHONG LIM PLT S/B	2022
		n/a	n/a	n/a		AGENSI KB	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2022
n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2022		
40	KS JENGA 8	n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 8	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 9	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 10	2022
		n/a	n/a	n/a		FELDA/FTP Jengka 11	2022
		n/a	n/a	n/a		FELDA/FTP Sg Tekam	2022
		n/a	n/a	n/a		FELDA/FTP Sg Tekam Utara	2022
		n/a	n/a	n/a		FELDA Jengka 1	2022
		n/a	n/a	n/a		DITALI S/B	2022
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES S/B	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLOH)	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022
		n/a	n/a	n/a		EIMAN ENTERPRISE S/B	2022
		n/a	n/a	n/a		KOPERASI PEKEBUN KECIL DAERAH JERANTUT	2022
		n/a	n/a	n/a		JAYA GADING	2022
		n/a	n/a	n/a		WANGSA CAMAR SDN BHD	2022
n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022		
n/a	n/a	n/a		AA SAWIT SDN BHD	2022		

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41	KS JENGA 18	n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 15	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 16	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 17	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 18	2022		
		n/a	n/a	n/a		FELDA/FTP Jengka 19	2022		
		n/a	n/a	n/a		FELDA Jengka 20	2022		
		n/a	n/a	n/a		FELDA/FTP Sg Nerek	2022		
		n/a	n/a	n/a		FELDA Kg Awah	2022		
		n/a	n/a	n/a		SINN HUP ENT	2022		
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022		
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022		
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2022		
		n/a	n/a	n/a		GOLDEN HOPE LANCHANG	2022		
		n/a	n/a	n/a		GOLDEN HOPE MENTAKAB	2022		
		n/a	n/a	n/a		GOLDEN HOPE EDENSOR	2022		
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022		
		n/a	n/a	n/a		EIMAN ENT	2022		
		n/a	n/a	n/a		KERDAU ESTATE (SD HOLDING)	2022		
				n/a	n/a	n/a	External Audit	FELDA/FTP Jengka 2	2022
				n/a	n/a	n/a		FELDA/FTP Jengka 3	2022
n/a	n/a			n/a		FELDA/FTP Jengka 4	2022		
n/a	n/a			n/a		FELDA Jengka 5	2022		
n/a	n/a			n/a		FELDA/FTP Jengka 6	2022		
n/a	n/a			n/a		FELDA/FTP Jengka 7	2022		
n/a	n/a			n/a		FELDA/FTP Ulu Jempol	2022		
n/a	n/a			n/a		FELDA/FTP Bukit Tajau	2022		
n/a	n/a			n/a		HALIM SAUJANA ENTERPRISE	2022		
n/a	n/a			n/a		DELIMA MAJU JAYA	2022		
n/a	n/a			n/a		KOPERASI SERBAGUNA JENGA 3	2022		
n/a	n/a			n/a		LKPP BUKIT KUIN	2022		



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		Internal			external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard	Status	FFB SUPPLIER	Target Compliance
42	KS JENGA 3	n/a	n/a	n/a		BINGAN JAYA SDN BHD	2022
		n/a	n/a	n/a		DITALI SDN BHD	2022
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2022
		n/a	n/a	n/a		SUNGAI JERIK ENTERPRISE	2022
		n/a	n/a	n/a		AGENSI KB	2022
		n/a	n/a	n/a		KURNIA SETIA AUR GADING	2022
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		JIWATEKNIK SDN BHD	2022
		n/a	n/a	n/a		LKPP KAMPONG SUBOH	2022
		n/a	n/a	n/a		EIMAN ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		GOLDEN HOPE S/B (LANCANG)	2022
		n/a	n/a	n/a		GOLDEN HOPE S/B (EDENSOR)	2022
		n/a	n/a	n/a		LKPP LADANG BATU 55 MARAN	2022
		n/a	n/a	n/a		SYARIKAT JAYA GADING BERSATU S/B	2022
n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022		
n/a	n/a	n/a		LKPP RTK MARAN	2022		
n/a	n/a	n/a		RIBUAN SAWIT TRADING S/B	2022		

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		Internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
43	KS PADANG PIOL	n/a	n/a	n/a	External Audit	FELDA/FTP Padang Piol	2022
		n/a	n/a	n/a		FELDA/FTP Sg Retang	2022
		n/a	n/a	n/a		TACORP PLANTATIONS S/B	2022
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022
		n/a	n/a	n/a		WANGSA CAMAR S/B	2022
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022
44	KS TERSANG	n/a	n/a	n/a	External Audit	FELDA Tersang 01	2022
		n/a	n/a	n/a		FELDA Tersang 02	2022
		n/a	n/a	n/a		FELDA Tersang 03	2022
		n/a	n/a	n/a		FELDA Tersang 04	2022
		n/a	n/a	n/a		FELDA Sg Koyan 1	2022
		n/a	n/a	n/a		FELDA Sg Koyan 2	2022
		n/a	n/a	n/a		FELDA Sg Koyan 3	2022
		n/a	n/a	n/a		LIPIS JAYA PLANTATION S/B	2022
		n/a	n/a	n/a		KIM MA TRADING	2022
		n/a	n/a	n/a		RISDA PLANTATION S/B	2022
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022
		n/a	n/a	n/a		TEE KIM TEE ENT	2022
		n/a	n/a	n/a		TINGGI MAJU PLANTATION S/B	2022
		n/a	n/a	n/a		LADANG FELCRA PAYA PANJANG	2022
		n/a	n/a	n/a		FELCRA BERHAD	2022
		n/a	n/a	n/a		SIME DARBY HOLDINGS BHD (BKT PUTERI EST)	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		FELCRA BERHAD (HULU SATAK)	2022
		n/a	n/a	n/a		YEW FOH OIL PALM S/B	2022
n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022		
n/a	n/a	n/a		WOOD VISION S/B (NAZA PLANTATION)	2022		
n/a	n/a	n/a		NEOH CHOO EE & CO S/B (CHEROH ESTATE)	2022		

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		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022
45	KS PONTIAN FICO	Pontian Fico	2019	MYNI 2014	External Audit	NGAN & NGAN HOLDINGS	2022
		Pontian Subok	2019	MYNI 2014		FOO YET KAI HOLDINGS	2022
		Pontian Orico	2019	MYNI 2014		PERBADANAN KEMAJUAN PERTANIAN SELANGOR	2022
		Pontian Pendirosa	2019	MYNI 2014		CHEN SIEW CHIN	2022
		Pontian Kuril	2019	MYNI 2014		NGOOI CHIU DAIK	2022
		Pontian Hillco	2019	MYNI 2014		LIEW SIEW CHIN	2022
		Pontian Korosah	2019	MYNI 2014		WONG BOOI LIONG	2022
		Blossom Plantation Sdn. Bhd	2019	MYNI 2014		LEE BOON TIEK	2022
		n/a	n/a	n/a		LEE BEE ENG	2022
		n/a	n/a	n/a		LEE SENG GEAK	2022
		n/a	n/a	n/a		ASIA TEGUH SDN BHD	2022
46	KS TEMENTI	FGVPM Bera Selatan 1	2019	MYNI 2014	External Audit	FELDA/FTP Sebertak	2022
		FGVPM Bera Selatan 4	2019	MYNI 2014		FELDA/FTP Rentam	2022
		n/a	n/a	n/a		FELDA/FTP tementi	2022
		n/a	n/a	n/a		SINHUP ENT	2022
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2022
		n/a	n/a	n/a		K.C GOH ENT	2022
		n/a	n/a	n/a		SERN LEE DEVELOPMENT S/B	2022
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022

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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
47	KS KEMAHANG	n/a	n/a	n/a	External Audit	FELDA Kemahang 03	2023
		n/a	n/a	n/a		FELDA Kemahang 04	2023
		n/a	n/a	n/a		FELDA/FTP Kemahang 02	2023
		n/a	n/a	n/a		FELDA/FTP Kemahang 01	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (MACHANG)	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		MENGKEBANG RUBBER CO S/B	2023
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE S/B	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
n/a	n/a	n/a		FOKUS BONANZA S/B	2023		
48	KS CHINI 2	n/a	n/a	n/a	External Audit	FELDA/FTP Chini 02	2023
		n/a	n/a	n/a		FELDA/FTP Chini 03	2023
		n/a	n/a	n/a		FELDA/FTP Chini Timur 02	2023
		n/a	n/a	n/a		FELDA Chini Timur 01	2023
		n/a	n/a	n/a		FELDA Chini Timur 03	2023
		n/a	n/a	n/a		SYED AZHAR SYED MANSOR	2023
		n/a	n/a	n/a		LKPP T1 &T2	2023
		n/a	n/a	n/a		LKPP LADANG SRI RAMIN	2023
		n/a	n/a	n/a		LKPP LADNAG CHINI	2023
		n/a	n/a	n/a		SRI KERINAU SDN BHD	2023
		n/a	n/a	n/a		TT MAX ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023		

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		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		RIBUAN SAWIT TRADING	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
49	KS JERANGAU BARAT	n/a	n/a	n/a	External Audit	FELDA Mengkawang	2023
		n/a	n/a	n/a		FELDA Tersat	2023
		n/a	n/a	n/a		FELDA/FTP Jerangau Barat	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2023
		n/a	n/a	n/a		PER PELADANG DAERAH KUALA BERANG	2023
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2023
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2023
50	KS TROLAK	n/a	n/a	n/a	External Audit	FELDA Sg. Klah	2023
		n/a	n/a	n/a		FELDA/FTP Trolak Utara	2023
		n/a	n/a	n/a		FELDA/FTP Trolak Selatan	2023
		n/a	n/a	n/a		FELDA Sg. Behrang	2023
		n/a	n/a	n/a		FELDA Trolak Timur	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023
		n/a	n/a	n/a		POH LIM ENT S/B	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
n/a	n/a	n/a		PKC & SONS S/B	2023		

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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		AMSON S/B	2023
		n/a	n/a	n/a		BKF BERHAD	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
51	KS SEMENCHU	n/a	n/a	n/a	External Audit	FELDA Air Tawar 4	2023
		n/a	n/a	n/a		FELDA Air Tawar 5	2023
		n/a	n/a	n/a		FELDA Semenchu	2023
		n/a	n/a	n/a		FELDA Sungai Mas	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENT	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG S/B	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		WANGSA CAMAR S/B	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		SALIM HJ NAWAWI	2023
n/a	n/a	n/a		AA SAWIT S/B	2023		
n/a	n/a	n/a		KERINAT BAKTI ENTERPRISE	2023		
52	KS PANCHING	n/a	n/a	n/a	External Audit	FELDA/FTP Panching Utara	2023
		n/a	n/a	n/a		FELDA/FTP Panching Selatan	2023
		n/a	n/a	n/a		FELDA/FTP Panching Timur	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		TONG AH COMPANY SDN BHD	2023
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2023
n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023		

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		n/a	n/a	n/a		BAKTI MAS SDN BHD	2023
		n/a	n/a	n/a		WONDERFUL HORIZON SDN BHD	2023
		n/a	n/a	n/a		RITAWAN HOLDINGS SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		NAJA PALM OILS SDN BHD	2023
53	KS AIR TAWAR	n/a	n/a	n/a	External Audit	FELDA/FTP Air Tawar 01	2023
		n/a	n/a	n/a		FELDA/FTP Air Tawar 02	2023
		n/a	n/a	n/a		FELDA/FTP Air Tawar 03	2023
		n/a	n/a	n/a		FELDA/FTP Pasak	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2023
		n/a	n/a	n/a		WANGSA CAMAR SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2023
		n/a	n/a	n/a		SALIM HJ NAWAWI	2023
		n/a	n/a	n/a		NIKMAT UTAMA SDN BHD	2023
54	KS LOK HENG	n/a	n/a	n/a	External Audit	FELDA/FTP Lok Heng Timur	2023
		n/a	n/a	n/a		FELDA/FTP Lok Heng Selatan	2023
		n/a	n/a	n/a		FELDA/FTP Lok Heng Barat	2023
		n/a	n/a	n/a		FELDA/FTP Papan Timur	2023
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2023
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		ISMAL TRADING	2023
		n/a	n/a	n/a		CHOON GUAN OIL PALM SDN BHD	2023
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2023

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	n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN. BHD.	2023
	n/a	n/a	n/a	KUASA MY ENTERPRISE,	2023
	n/a	n/a	n/a	CHE YU TRADING SDN BHD	2023
	n/a	n/a	n/a	KIM MA OIL PALM SDN BHD	2023
	n/a	n/a	n/a	SALIM BIN NAWAWI	2023
	n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2023
	n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) SDN BHD	2023
	n/a	n/a	n/a	LOK HENG FARMING TRADING	2023
	n/a	n/a	n/a	AA SAWIT SDN BHD	2023
	n/a	n/a	n/a	KAWTHAR BUSINESS RESOURCES	2023
	n/a	n/a	n/a	External Audit FELDA/FTP Gedangsa	2023
	n/a	n/a	n/a	FELDA/FTP Sg Tenggi	2023
	n/a	n/a	n/a	FELDA/FTP Soeharto	2023
	n/a	n/a	n/a	FELDA/FTP Sg Tenggi Selatan	2023
	n/a	n/a	n/a	PERTUBUHAN PELADANG KWS ULU SELAN	2023
	n/a	n/a	n/a	RAH PROPERTIES CORPORATION S/B	2023



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		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
55	KS SG TENGI	n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2023
		n/a	n/a	n/a		TAI ICHI ENT	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2023
		n/a	n/a	n/a		LIM AH CHEU & SONS TRADING S/B	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2023
		n/a	n/a	n/a		DELLOYD PLANTATION S/B	2023
		n/a	n/a	n/a		KUASA MY ENT	2023
		n/a	n/a	n/a		POH LIM ENT	2023
		n/a	n/a	n/a		CHEW AH WAH S/B	2023
		n/a	n/a	n/a		PKC & SONS S/B	2023
		n/a	n/a	n/a		SEPAKAT MAJU MESRA S/B	2023
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2023
		n/a	n/a	n/a		JASA BINA	2023
		n/a	n/a	n/a		BKF S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		MALPOM INDUSTRIES BHD	2023
		n/a	n/a	n/a		AA SAWIT S/B	2023
n/a	n/a	n/a		SAMURI BIN KACHONG	2023		
n/a	n/a	n/a		KOPERASI PEN SAWIT MAMPAN KUALA SELANGOR BHD	2023		
n/a	n/a	n/a		TERAS KOMBINASI ENT	2023		

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
56	KS PASOH	n/a	n/a	n/a	External Audit	FELDA/FTP Pasoh 1	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 2	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 3	2023
		n/a	n/a	n/a		FELDA/FTP Pasoh 4	2023
		n/a	n/a	n/a		FELDA TITI 2	2023
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2023
		n/a	n/a	n/a		SINN HUP ENTERPRISE	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SYARIKAT CHIONG KIAU	2023
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD (SEREMBAN	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		PERTUBUHAN PELADANG KAWASANPELA	2023
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2023
n/a	n/a	n/a		AA SAWIT SDN BHD	2023		
57	KS KAHANG	n/a	n/a	n/a	External Audit	FELDA/FTP Kahang Barat	2023
		n/a	n/a	n/a		FELDA/FTP Kahang Timur	2023
		n/a	n/a	n/a		FELDA/FTP Kahang Ulu dengar	2023
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		PER BUAH KELAPA SAWIT SALIM	2023
n/a	n/a	n/a		UN KENG TRADING SDN BHD	2023		

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		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2023
		n/a	n/a	n/a		WETOP SDN BHD	2023
		n/a	n/a	n/a		MAGICAL WEALTH S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		PCT OIL PALM TRADING S/B	2023
		n/a	n/a	n/a		JEMALUANG KEBUN KECHIL & KELAPA SAW	2023
58	KS SAMPADI	FGVPM Sampadi 01	2018	MYNI 2014	Internal Audit	FELCRA BHD TAMANG SEMBAWANG LUNDU	2023
		FGVPM Sampadi 03	2018	MYNI 2014		KIM MA OIL PALM TRANSPORT S/B	2023
		FGVPM Sampadi 04	2018	MYNI 2014		AGROGREEN VENTURES S/B	2023
		FGVPM Sampadi 05	2018	MYNI 2014		n/a	2023
		FGVPM Sampadi 06	2018	MYNI 2014		n/a	2023
59	KS MEMPAGA	n/a	n/a	n/a	Internal Audit	FELDA/FTPKG Sertik	2023
		n/a	n/a	n/a		FELDA/FTPKG Lakum	2023
		n/a	n/a	n/a		FELDA/FTPKG Bukit Damar	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 1	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 2	2023
		n/a	n/a	n/a		FELDA/FTP Mempaga 3	2023
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2023
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2023
		n/a	n/a	n/a		HOCK GUAN TRADING & CO	2023
		n/a	n/a	n/a		SRI KERDAU COMMODITIES	2023
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2023
		n/a	n/a	n/a		KURNIA SETIA BHD	2023
		n/a	n/a	n/a		WANGSA CAMAR S/B	2023
60	KS KEMBARA SAKTI	FGVPM Sahabat 30	2019	MYNI 2014	Internal Audit	TAI ICHI ENTERPRISE S/B	2023
		FGVPM Sahabat 35	2019	MYNI 2014		ZHEN DONG PLANTATION (M)	2023
		FGVPM Sahabat 40	2019	MYNI 2014		FONG TAK DEVELOPMENT S/B	2023
		FGVPM Sahabat 41	2019	MYNI 2014		TAN CHOK PENG	2023
		FGVPM Sahabat 42	2019	MYNI 2014		TAN PIT HOOK	2023
		FGVPM Sahabat 43	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 50	2019	MYNI 2014		n/a	n/a

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
61	KS NILAM PERMATA	FGVPM Sahabat 51	2019	MYNI 2014	Internal Audit	n/a	n/a
		FGVPM Sahabat 52	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 53	2019	MYNI 2014		n/a	n/a
		FGVPM Sahabat 54	2019	MYNI 2014		n/a	n/a
62	KS MERCU PUSPITA	FGVPM Sahabat 07	2019	MYNI 2014	Internal Audit	TSC PLANTATION S/B	2023
		FGVPM Sahabat 46	2019	MYNI 2014		ZHEN DONG PLANTATION M S/B	2023
		FGVPM Sahabat 48	2019	MYNI 2014		KLEBANG PLANTTAION S/B	2023
		FGVPM Sahabat 10	2019	MYNI 2014		TAN CHOK PENG	2023
		FASSB Sahabat 06	2019	MYNI 2014		ANIKA RAYA S/B	2023
		n/a	n/a	n/a		D PROP PLANTATION	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		FOREMOST DYNAMIC S/B	2023
		n/a	n/a	n/a		ABID EMAS S/B	2023
		n/a	n/a	n/a		SYARIKAT TECK HUAT COMMODITIES TRADING	2023
		n/a	n/a	n/a		ATLAS KEW ESTATE S/B	2023
n/a	n/a	n/a		FELCRA BERHAD	2023		

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
63	KS LANCANG KEMUDI	FGVPM Sahabat 36	2019	MYNI 2014	Internal Audit	ZHEN DONG PLANTATION (M) S/B	2023
		FGVPM Sahabat 38	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2023
		FGVPM Sahabat 39	2019	MYNI 2014		KLEBANG PLANTATION S/B	2023
		FGVPM Sahabat 44	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2023
		FGVPM Sahabat 45	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		GEMILANG SETIA	2023
		n/a	n/a	n/a		JJ METAL S/B	2023
		n/a	n/a	n/a		TIONG KHENG HOLDING S/B	2023
		n/a	n/a	n/a		SILAHIS S/B	2023
		n/a	n/a	n/a		TSC PLANTATIONS S/B	2023
64	KS EMBARA BUDI	FGVPM Sahabat 11	2019	MYNI 2014	Internal Audit	FELDA Sahabat 03	2023
		FGVPM Sahabat 12	2019	MYNI 2014		FELDA Sahabat 04/05	2023
		FGVPM Sahabat 17	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2023
		FGVPM Sahabat 56	2019	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2023
		FGVPM Sahabat 20	2019	MYNI 2014		FONG TAK DEVELOPMENT	2023
		FASSB Sahabat 17	2019	MYNI 2014		INTAN SAWIT ENTERPRISE	2023
		FGVPM Sahabat 21	2019	MYNI 2014		SCT RESOURCES SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		ASET KAHAPAN SDN BHD	2023
		n/a	n/a	n/a		INTAN SAWIT ENTERPRISE	2023
		FGVPM Sahabat 09	2019	MYNI 2014	Internal Audit	FELDA Sahabat 1	2023
		FGVPM Sahabat 16	2019	MYNI 2014		FELDA Sahabat 2	2023
		FGVPM Sahabat 55	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		SILAHIS SDN BHD	2023
		n/a	n/a	n/a		TSC PLANTATION SDN BHD	2023
		n/a	n/a	n/a		ZHEN DONG PLANTATION (M) SDN BHD	2023

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65	KS BAIDURI AYU	n/a	n/a	n/a		KLEBANG PLANTATION S/B	2023
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2023
		n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2023
		n/a	n/a	n/a		ANIKA RAYA SDN BHD	2023
		n/a	n/a	n/a		D-PROP PLANTATION	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2023
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2023
		n/a	n/a	n/a		FOREMOST DYNAMIC SDN BHD	2023
		n/a	n/a	n/a		ABID EMAS SDN BHD	2023
		n/a	n/a	n/a		BKF SDN BHD	2023
		n/a	n/a	n/a		ATLAS KEW ESTATESDN BHD	2023
		n/a	n/a	n/a		LADANG DAYA UTAMA SDN BHD	2023
		n/a	n/a	n/a		SUMMIT PALM SDN BHD	2023
		n/a	n/a	n/a		FELCRA BERHAD	2023
		n/a	n/a	n/a		LIAN HIN LEE PLANTATION (M) SDN BHD	2023
n/a	n/a	n/a		ASET KAHAPAN SDN BHD	2023		
n/a	n/a	n/a		INTAN SAWIT ENTERPRISE	2023		
66	KS TENGGAROH TIMUR	FGVPM Tenggaroh 12	2021	MYNI 2014	Internal Audit	FELDA/FTP Tenggaroh 06	2023
		FGVPM Tenggaroh Timur 2	2019	MYNI 2014		FELDA /FTP Tenggaroh Selatan 1	2023
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 03	2023
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2023
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2023
		n/a	n/a	n/a		PPNJ	2023
		n/a	n/a	n/a		BINGAN JAYA S/B	2023
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		BKF B/S	2023
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2023

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s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)					
		internal			Status	external (Compliance)	
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance
		n/a	n/a	n/a		KUASA MY ENT	2023
		n/a	n/a	n/a		WAN LE HIN ENT	2023
		n/a	n/a	n/a		BON HON COMMODITY TRADING S/B	2023
		n/a	n/a	n/a		ISMAIL TRADING	2023
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2023
		n/a	n/a	n/a		SH TRADING	2023
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2023
		n/a	n/a	n/a		AA SAWIT SDN BHD	2023
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2023

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES								
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)						
		internal			Status	external (Compliance)		
		FFB SUPPLIER	Year	Certification Standard		FFB SUPPLIER	Target Compliance	Certification Standard
67	Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	2021	Group Cert	Internal Audit	tbd		
		Kronos plantations Sdn. Bhd	2021	Group Cert		tbd		
		Fortune Plantation Sdn. Bhd	2021	Group Cert		tbd		
		BJ Corporation Sdn. Bhd	2021	Group Cert		tbd		
68	Tanah Emas Oil Palm Processing	Sri Kehuma	2021	Group Cert	Internal Audit	tbd		
		Yapidmas AE	2021	Group Cert		tbd		
		Tanah Emas Corporation Berhad (TECB)	2021	Group Cert		tbd		
		Ladang Kluang	2021	Group Cert		tbd		
		Yapidmas D	2021	Group Cert		tbd		
		Sri Mosta 1	2021	Group Cert		tbd		
		Sri Mosta 2	2021	Group Cert		tbd		
		Sri Mosta 3	2021	Group Cert		tbd		
		Cepat Ringgit A	2021	Group Cert		tbd		
		Cepat Ringgit B	2021	Group Cert		tbd		
		Cepat Ringgit D	2021	Group Cert		tbd		
		Karamuak	2021	Group Cert		tbd		
		Sg Milian	2021	Group Cert		tbd		
		Sg Imbak	2021	Group Cert		tbd		

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		Kuamut	2021	Group Cert		tbd		
69	PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit	tbd		
70	PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit	tbd		
71	FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit	FGVPM Paloh		Certified under Kulim Berhad (Ladang Kulim POM)
72	Estate under RaCP	TBA	2021	MYNI 2018	Internal Audit	FGVPM Tenggaroh 12 FGVPM Rantau Abang 02		

n/a – not applicable

tbd - to be determine

Individual External FFB Supplier will be updated from time to time within the time bound plan period. The list may varies due to the supplier List of External FFB Suppliers are based on 2018 active supplier list.

Compliance on Certification Standard for Felda/FTP, Independent Settlers and Third Party FFB suppliers are subject to change.



**Appendix C: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2019** for **Bukit Sagu Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill 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 **2019** for **Bukit Sagu Palm Oil Mill** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct	Extraction	%
CPO	0.71	OER	20.27
PKO	0.71	KER	4.77

Production	t/yr	Land Use	Ha
FFB Process	205,680.00	OP Planted Area	8,041.12
CPO Produced	41,682.43	OP Planted on peat	-
PKO Produced	9,804.92	Conservation (forested)	-
		Conservation (non-forested)	19.40
		<b>Total</b>	<b>8,060.52</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	71,869.07	0.68	-	-	-	-	71,869.07	0.68
CO <sub>2</sub> Emission from fertilizer	3,611.44	0.03	-	-	-	-	3,611.44	0.03
NO <sub>2</sub> Emission	3,102.20	0.03	-	-	-	-	3,102.20	0.03
Fuel Consumption	1,133.47	0.01	-	-	-	-	1,133.47	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
<b>Sink</b>								
Crop Sequestration	-67,584.79	-0.64	-	-	-	-	-67,584.79	-0.64

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Conservation Sequestration	-	-	-	-	-	-	-	-
<b>Total</b>	<b>12,131.39</b>	<b>0.12</b>	<b>-</b>	<b>-</b>	<b>29,057.13</b>	<b>0.14</b>	<b>41,188.51</b>	<b>0.20</b>

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	125,497.00	0.38
Fuel Consumption	1,123.94	0.01
Grid Electricity Utilization	31.64	-
<b>Credit</b>		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-5,588.30	-0.03
<b>Total</b>	<b>121,064.28</b>	<b>0.36</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

<b>Emissions</b>	<b>tCO<sub>2</sub>e</b>
PK from own mill	-
PK from other source	-
Fuel Consumptions	-
<b>Total Crusher emissions</b>	<b>-</b>

\*This mill has no kernel crusher operation.

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

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	25
Divert to methane captured (flaring) (%)	75
Divert to methane captured (energy generation) (%)	0

**Appendix D: Supply Chain Declaration**

<b>A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
<b>No.</b>	<b>Month - Year</b>	<b>Volume of FFB from certified supply bases (mt)</b>	<b>Volume of FFB from uncertified supply bases (mt)</b>	<b>Total FFB/Month (mt)</b>
1	Oct 19	10,418.17	12,383.77	22,801.94
2	Nov 19	10,449.90	11,070.71	21,520.61
3	Dec 19	8,569.63	9,040.92	17,610.55
4	Jan 20	7,642.40	8,236.81	15,879.21
5	Feb 20	4,943.20	5,158.01	10,101.21
6	Mar 20	4,666.40	6,178.17	10,844.57
7	Apr 20	6,321.19	9,049.67	15,370.86
8	May 20	9,687.44	12,136.74	21,824.18
9	Jun 20	8,554.63	8,733.04	17,287.67
10	Jul 20	10,949.55	12,803.51	23,753.06
11	Aug 20	11,473.93	13,889.12	25,363.05
12	Sep 20	11,867.07	15,050.67	26,917.74
<b>Total</b>		<b>105,543.51</b>	<b>123,731.14</b>	<b>229,274.65</b>

<b>B. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (mt)</b>	<b>Certified PK (mt)</b>
1	Oct 19	2,178.79	536.23
2	Nov 19	2,024.02	514.04
3	Dec 19	1,523.29	362.61
4	Jan 20	1,619.94	342.67
5	Feb 20	1,069.60	268.88
6	Mar 20	1,033.62	258.36
7	Apr 20	1,372.47	338.94
8	May 20	2,080.45	516.91
9	Jun 20	1,755.92	381.74
10	Jul 20	2,132.44	433.83
11	Aug 20	2,377.24	433.88
12	Sep 20	2,341.99	593.56

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<b>Total</b>	<b>21,509.77</b>	<b>4,981.65</b>
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**C. 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	A	RSPO PO 1000001233	-	3,713.92
<b>Total</b>			-	3,713.92

**D. Records of CPO & PK Sold under other schemes since the last audit (if any)**

No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
Nil	n/a	n/a	n/a	n/a

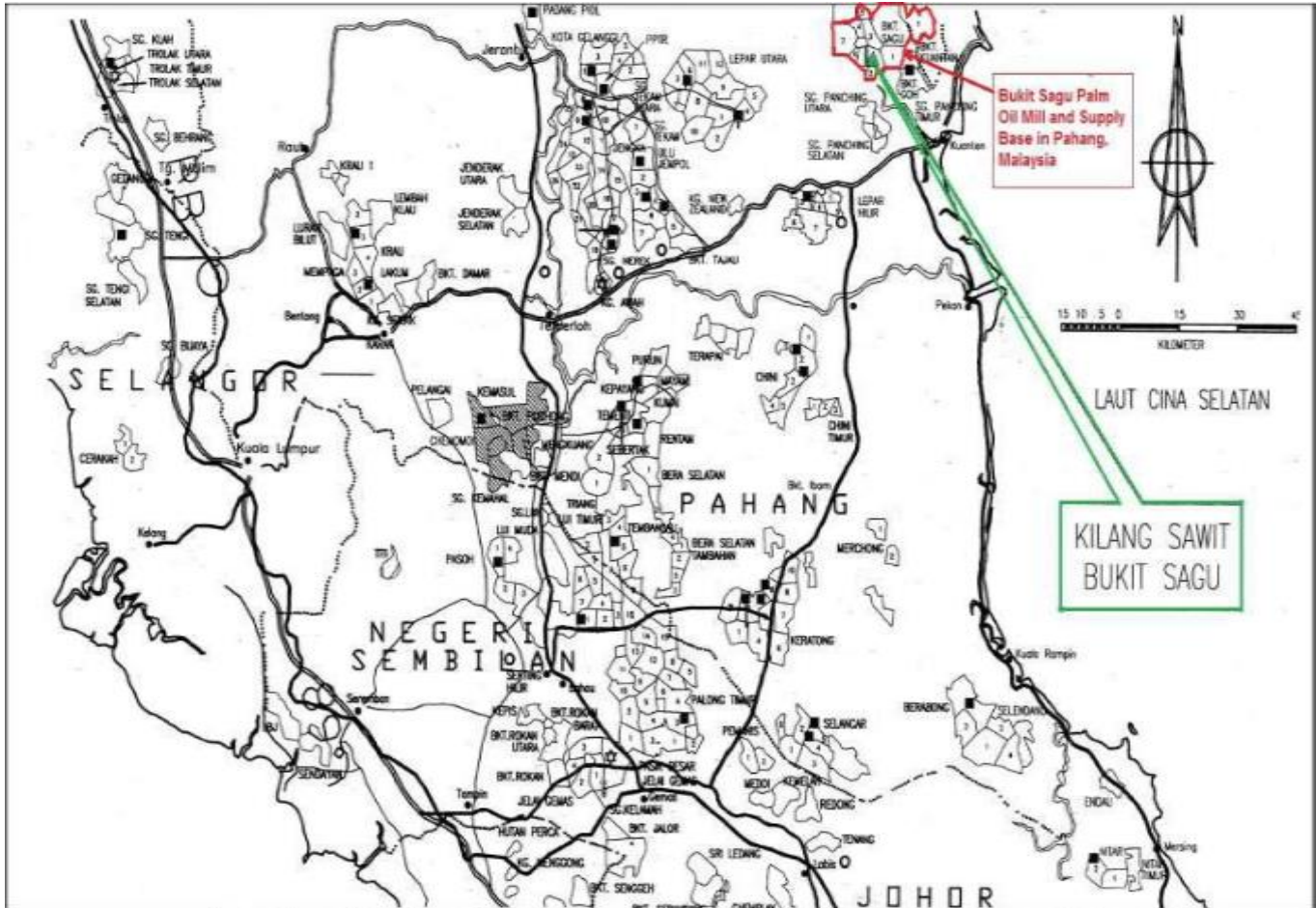
**E. Records of CPO & PK Sold as conventional since the last audit (if any)**

No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	A	-	636.16
2	B	18,880.00	-
<b>Total</b>		18,880.00	636.16

**F. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)**

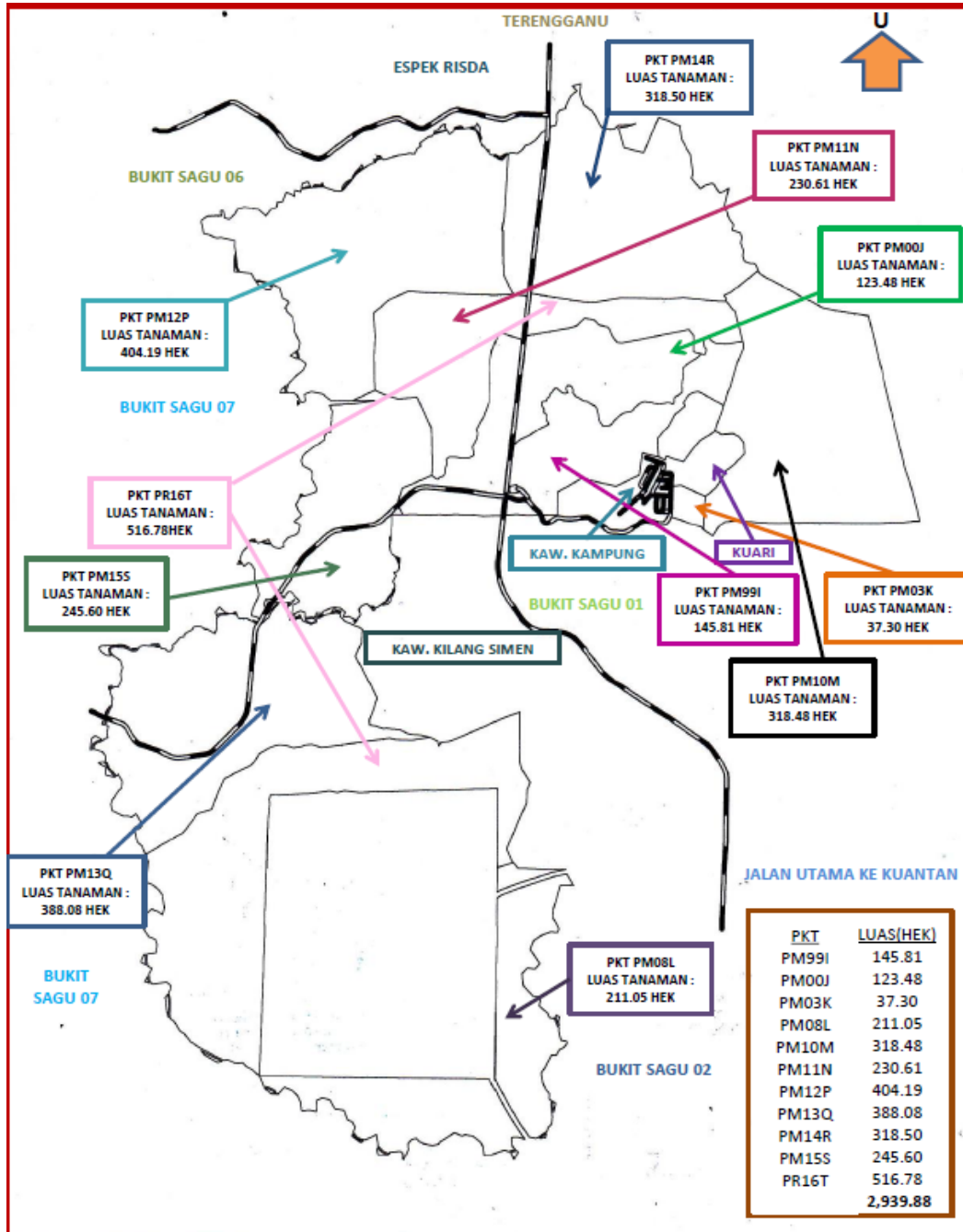
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
Nil	n/a	n/a	n/a

**Appendix E: Location Map of Certification Unit and Supply bases**

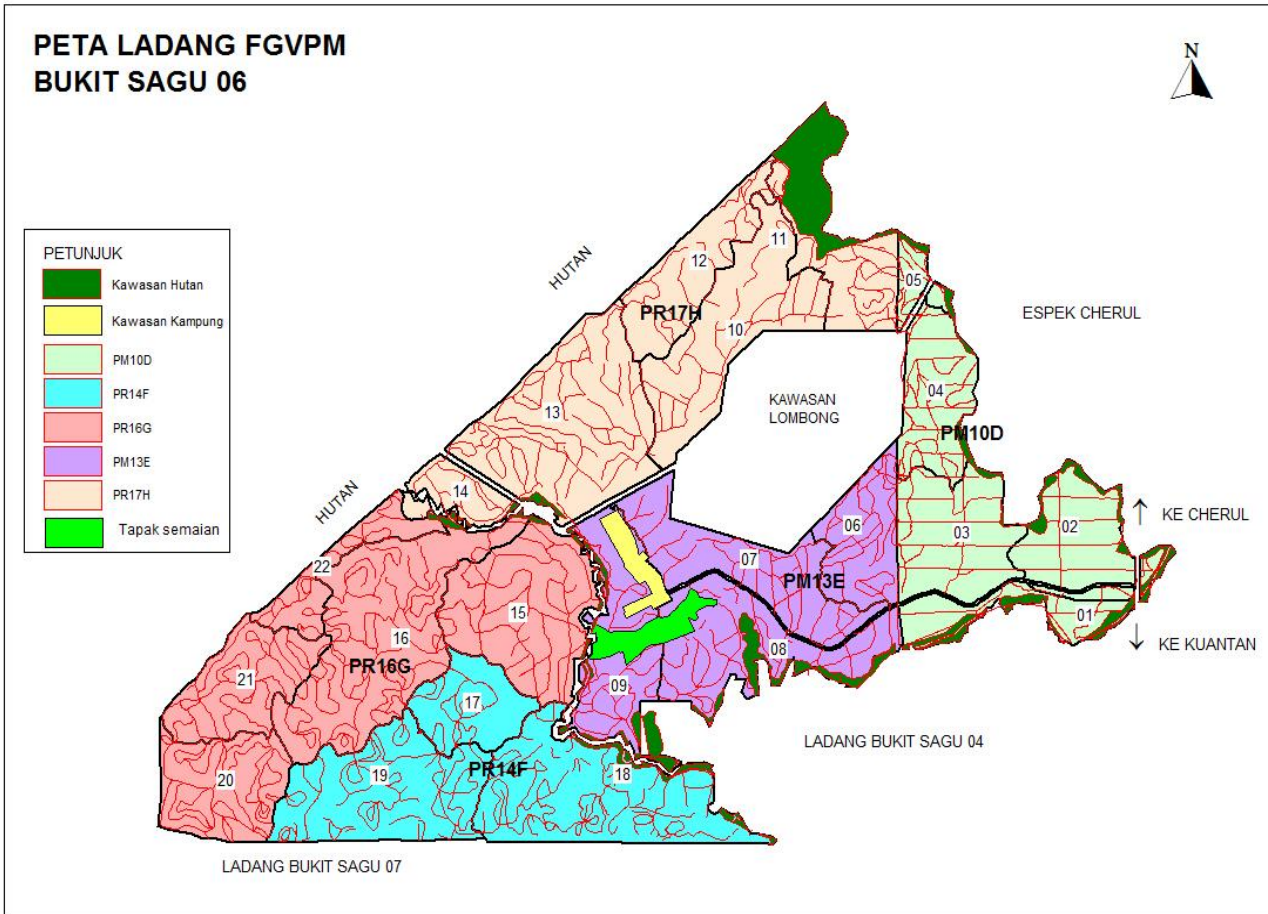


**Appendix F: Estate Field Map**

FGVPM Bukit Sagu 04 Estate

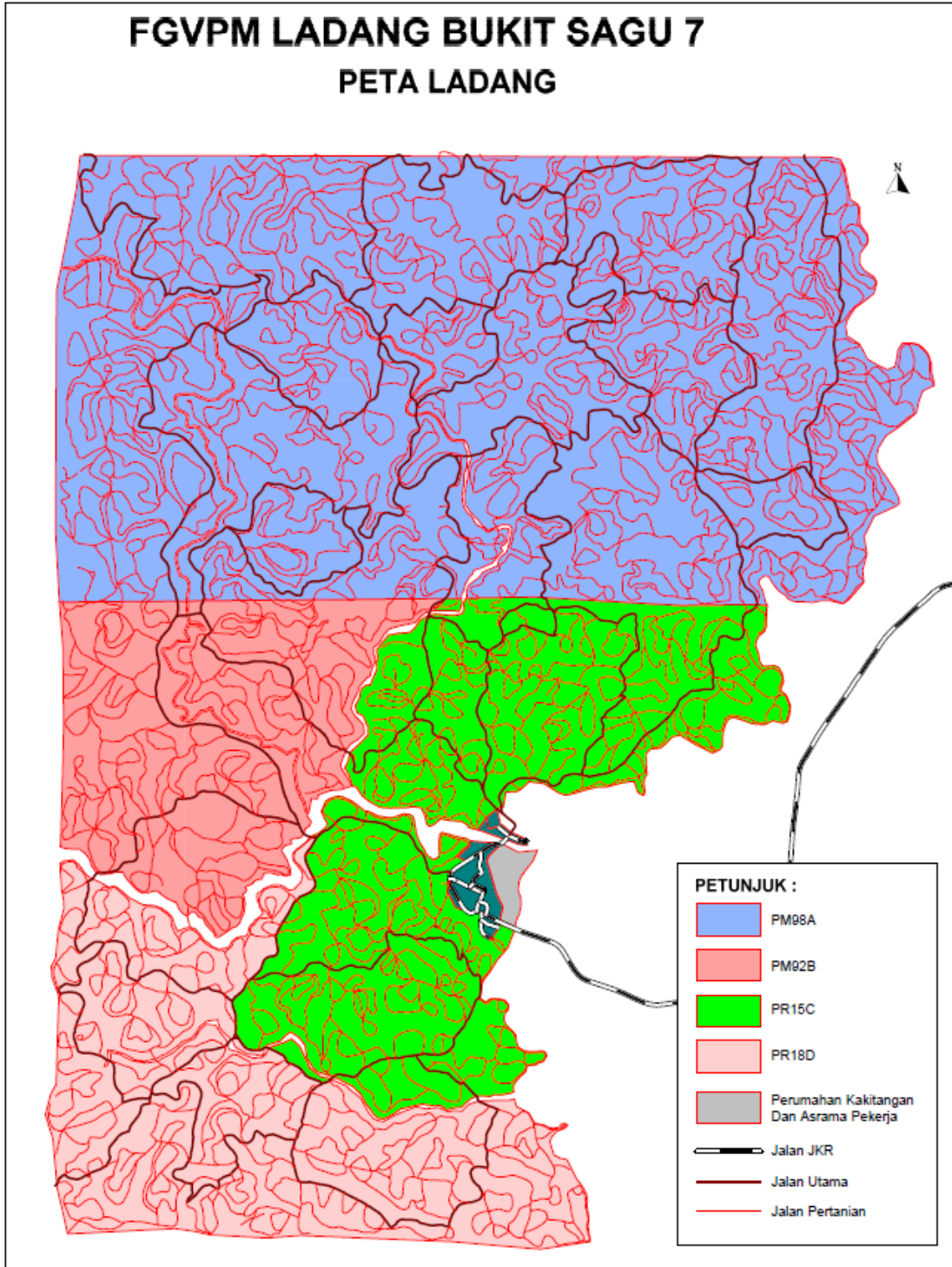


FGVPM Bukit Sagu 06 Estate



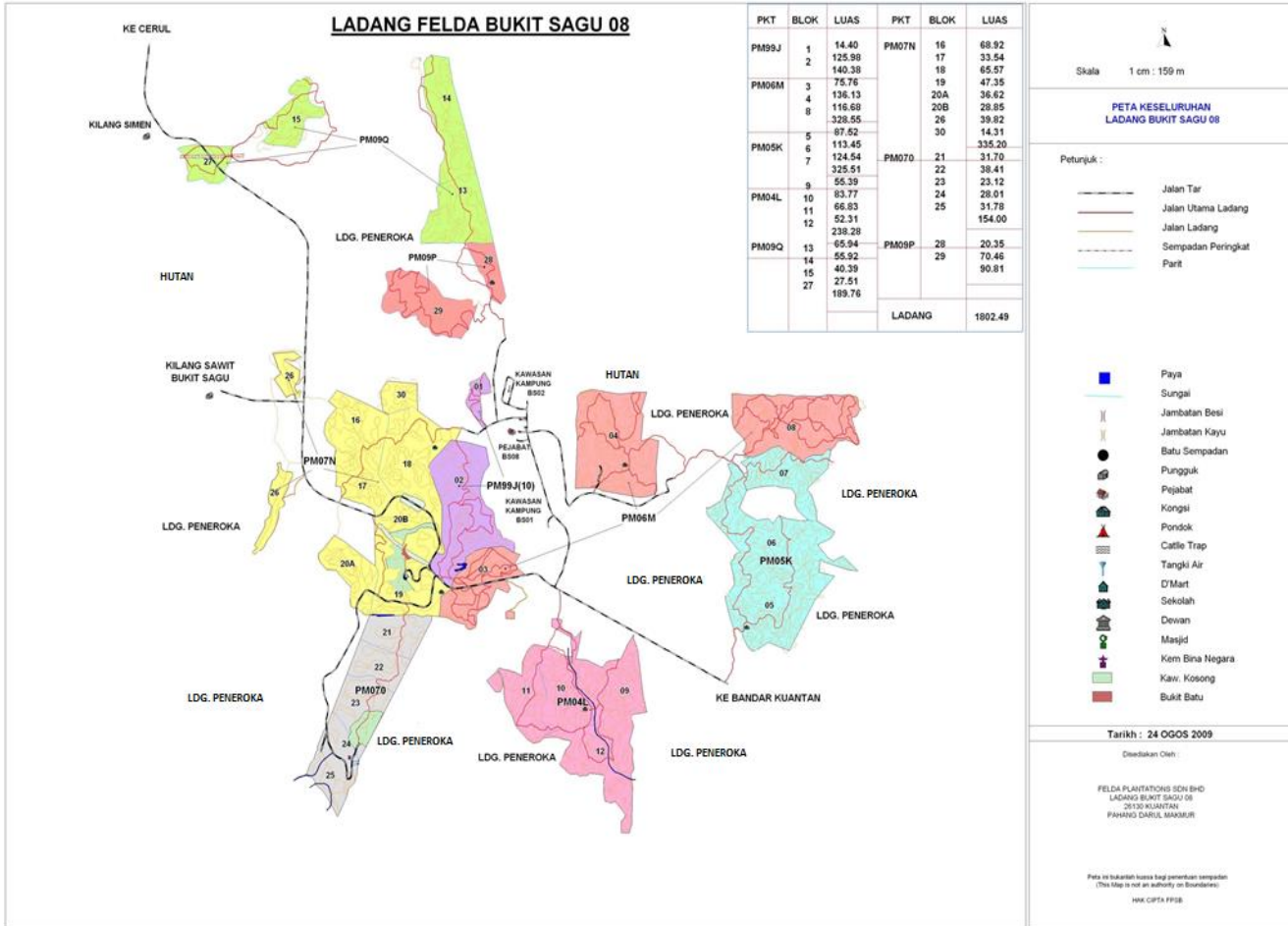


FGVPM Bukit Sagu 07 Estate





FGVPM Bukit Sagu 08 Estate



**Appendix G: List of Smallholder Sampled**

Not applicable.

**Appendix H: 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
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