

**RSPO PRINCIPLE AND CRITERIA
 PUBLIC SUMMARY REPORT**

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

<p>Client Company name (Parent Company): FGV Holdings Berhad</p>
<p>Client company Address: FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.</p>
<p>Certification Unit: FGVPISB Besout Palm Oil Mill and Supply Base</p> <p>Location of Certification Unit: FGV Palm Industries Sdn Bhd Besout Palm Oil Mill, 35600 Sungkai, Perak Darul Ridzuan, Malaysia</p>
<p>Date of Final Report: 11/5/2021</p>

TABLE of CONTENTS	Page No
Section 1: Scope of the Certification Assessment.....	4
1. Company Details	4
2. Certification Information	4
3. Other Certifications.....	5
4. Location(s) of Mill & Supply Bases	5
5. Description of Supply Base	5
6. Plantings & Cycle.....	6
7. Certified Tonnage of FFB (Own Certified Scope)	6
8. Certified Tonnage of FFB (from other certified unit(s)).....	6
9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)	6
10. Certified Tonnage	7
11. Actual Sold Volume (CPO)	7
12. Actual Sold Volume (PK)	8
13. Independent Smallholders Certification Claims.....	8
Section 2: Assessment Process	9
2.1 Assessment Methodology, Programme, Site Visits.....	9
2.2 BSI Assessment Team:	10
2.3 Assessment Plan	11
Section 3: Assessment Findings	14
3.1 Normative requirement applied for this assessment:	14
3.2 Multiple Management Units and Time Bound Plan.....	14
3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)	16
3.4 Details of Nonconformities	17
3.4.1 Status of Nonconformities Previously Identified and Observations.....	21
3.4.2 Summary of the Nonconformities and Status	27
3.5 Stakeholders and previous land owner / user consultation.....	27
3.6 Impartiality and conflict of interest	29
Formal Signing-off of Assessment Conclusion and Recommendation	29
Appendix A: Summary of Findings <i>include the appropriate checklist used for assessment</i>	31
Appendix B: Approved Time Bound Plan.....	144
Appendix C: GHG Reporting Executive Summary	149
Appendix D: Supply Chain Declaration.....	151
Appendix E: Location Map of Certification Unit and Supply bases.....	154

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

Appendix F: Estate Field Map155
Appendix G: List of Smallholder Sampled.....157
Appendix H: List of Abbreviations158

Section 1: Scope of the Certification Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd- Besout Palm Oil Mill		
Location / Address	FGV Palm Industries Sdn Bhd – Besout Palm Oil Mill, 35600 Sungkai, Perak Darul Ridzuan, Malaysia.		
Website	http://www.fgvholdings.com		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-2781338	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 682927	Date of First Certification	30/04/2018
		Certificate Start Date	30/04/2018
		Certificate Expiry Date	29/04/2023
Scope of Certification	Palm Oil & Palm Kernel Production		
Visit Objectives	The objective of the ASA 3 assessment is to conduct a certification assessment to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by Besout POM and Supply Base's management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
Assessment Cycle	<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		
Applicable Standards	<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		
Supply Chain Module	<input type="checkbox"/> Identity Preserved <input checked="" type="checkbox"/> Mass Balance		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701758	MSPO 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO 701757	MSPO 2530-4:2013 (MSPO Part 4)		06/05/2024
OHS 00691	OHSAS 18001:2007	SIRIM QAS International Sdn Bhd	08/01/2021 (audit conducted on 12/03/2021)

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Besout Palm Oil Mill	Besout Palm Oil Mill 35600 Sungkai, Perak	3° 52' 48.00" N	101° 16' 33.99" E
FGVPMSB Besout 6 Estate	Ladang FGVPM Besout 06, 35600 Sungkai, Perak	3° 46' 40.01" N	101° 16' 39.00" E
FGVPMSB Besout 7 Estate	Ladang FGVPM Besout 7, 35600 Sungkai Perak	3° 50' 35.00" N	101° 17' 35.00" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPMSB Besout 6 Estate	2,109.36	-	275.54	2,384.90	88.45
FGVPMSB Besout 7 Estate	2,495.00	-	413.04	2,908.04	85.80
Total	4,604.36	-	688.58	5,292.94	87.54

Remarks:

- Changes in total area of planted and infrastructure of Ladang Besout 6 Estate due to previously the estate using the satellite figure for updating but based on the recent audit estate were told to use the land title figure.

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

6. Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPMSB Besout 6 Estate	-	1,259.35	759.09	12.77	78.15	2,109.36	-
FGVPMSB Besout 7 Estate	965.20	883.29	646.51	-	-	1,529.80	965.20
Total (ha)	965.20	2,162.55	1,405.63	12.77	78.15	3,639.16	965.20

7. Certified Tonnage of FFB (Own Certified Scope)				
Estate	Tonnage / year			
	Estimated (Apr 20 – Mar 21)	Actual (Feb 20 – Jan 21)		Forecast (Apr 21 – Mar 22)
		Previous license period (Feb 20 – Mar 20)	Current license period (Apr 20 – Jan 21)	
FGVPMSB Besout 6 Estate	32,966.00	5,302.01	27,465.90	39,705.47
FGVPMSB Besout 7 Estate	19,270.00	1,559.54	9,059.45	23,058.00
Total	52,236.00	43,386.90		62,763.47

8. Certified Tonnage of FFB (from other certified unit(s))				
Estate	Tonnage / year			
	Estimated (Apr 20 – Mar 21)	Actual (Feb 20 – Jan 21)		Forecast (Apr 21 – Mar 22)
	N/A	Previous license period (Feb 20 – Mar 20)	Current license period (Apr 20 – Jan 21)	N/A
		N/A	N/A	

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Independent FFB Supplier	Tonnage / year			
	Estimated (Apr 20 – Mar 21)	Actual (Feb 20 – Jan 21)		Forecast (Apr 21 – Mar 22)
		Previous license period (Feb 20 – Mar 20)	Current license period (Apr 20 – Jan 21)	
Independent FFB for All Supplier	N/A	25,687.61	147,451.29	N/A
Total	N/A	173,138.90		N/A

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

10. Certified Tonnage				
Mill Capacity: 54 MT/hr	Estimated (Apr 20 – Mar 21)	Actual (Feb 20 – Jan 21)		Forecast (Apr 21 – Mar 22)
	FFB	FFB		FFB
	52,236.00	Previous license period (Feb 20 – Mar 20)	Current license period (Apr 20 – Jan 21)	62,763.47
		6,861.55	36,525.35	
		43,386.90		
	CPO (OER: 20.50 %)	CPO (OER: 19.77 %)		CPO (OER: 20.50 %)
	10,708.38	1,353.13	7,223.21	12,866.51
		8,576.34		
	PK (KER 5.40 %)	PK (KER: 5.40 %)		PK (KER: 5.50 %)
	2,820.74	374.81	1,966.82	3,451.99
	2,341.63			

11. Actual Sold Volume (CPO)					
Current License period (Apr 20 – Jan 21)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	7,523.21*	7,523.21
Previous License period (Feb 20 – Mar 20)					
CPO (MT)	-	-	-	1,353.13	1,353.13
Total				8,876.34	8,876.34
Remark:					
Opening Stock as of February 2020: 956.97 MT					
Opening Stock as of April 2020: 529.05 MT					
*300 MT of RSPO Credit sold.					

12. Actual Sold Volume (PK)					
Current License period (Apr 20 – Jan 21)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
PK (MT)	1,395.34	-	-	546.42	1,941.76
Previous License period (Feb 20 – Mar 20)					
PK (MT)	218.53	-	-	181.34	399.87
	1,613.87			727.76	2341.63
Remark: Opening Stock as of February 2020: 71.90 MT Opening Stock as of April 2020: 46.84 MT					

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Nicholas Cheong (Nicholas.Cheong@bsigroup.com)
Website: www.bsigroup.com

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 02 – 05/02/2021 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 off-site assessment due to the risk is minimal where it involved on updating the documentation.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 for RSPO P&C 2018 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

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

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 initial assessment/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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Besout Palm Oil Mill	√	√	√	√	√
FGVPMSB Besout 6 Estate	√	√	√	√	√
FGVPMSB Besout 7 Estate	√	√	√	√	√

Tentative Date of Next Visit: January 24, 2022 - January 27, 2022

Total No. of Mandays: 10 mandays

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>
Hu Ning Shing	Team Leader	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 attended Endorsed MSPO Auditor and MSPO SCCS Lead Auditor Course in 2019. 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 social, legal, workers & stakeholders consultation and SCC for CPO mill. She is fluent in Bahasa Malaysia and English languages.
Muhammad Fadzli Masran	Team Member	He holds Bachelor Degree in Forestry Science, graduated from University Putra Malaysia. He started his career as Assistant Manager at Kulim

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations. He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018 and endorsed RSPO Lead Auditor Course in July 2018. Fluent in Bahasa Malaysia and English Language. During this assessment, he assessed on the aspects of mill and estate best practices, waste management, HCV, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.
Amir Bahari	Team Member	He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996. He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry. During the assessment he covered mills and estates best practices, workers consultation and occupational safety & health. He is fluent in both verbal/written in Bahasa Malaysia and English.

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	HNS	AB	MF
Monday 01/02/2021	PM	Auditors travel to Slim River	√	√	√
Tuesday 02/02/2021 Besout Palm Oil Mill	0830 - 0900	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). Verification on previous audit findings 	√	√	√
	0900 - 1200	Besout Palm Oil Mill Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area.	√	√	√

Date	Time	Subjects	HNS	AB	MF
	1200 - 1300	Lunch	√	√	√
	1300 - 1630	Besout Palm Oil Mill Document Review P1 – P7: SOPs. Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Wednesday 03/02/2021	0830 - 1200	Besout 6 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1000 – 1100	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	-	-
	1200 – 1300	Lunch	√	√	√
	1300 - 1630	Besout 6 Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Thursday 04/02/2021	0830 - 1200	Besout 7 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
	1200 – 1300	Lunch	√	√	√
	1300 - 1630	Besout 7 Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√
	1630 - 1730	Interim Closing Briefing	√	√	√

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Date	Time	Subjects	HNS	AB	MF
Friday 05/02/2021 Besout Palm Oil Mill	0830 - 1200	Besout Palm Oil Mill RSPO Supply Chain Site visit: Incoming of FFB and outgoing of CSPO & CSPK – weighbridge, ramp, storage area, loading bays, etc. Documentation review: RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	-	√
	1200 – 1230	Verify any outstanding issues & Preparation for closing Meeting	√	-	√
	1230 - 1300	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, the plan include all current subsidiaries, estates and mills. As per time bound plan FY 2020.	Yes
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 th January 2020. FGV on the other hand has submitted its appeal to the RSPO on 3 rd 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. There are no new acquisition.	Yes
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?	No, changes to the time-bound plan since the last audit.	Yes
Have there been any isolated lapses in implementation of the	There are no lapses in implementation of the plan.	Yes

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

plan? If yes a Minor non-compliance shall be raised																													
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There were no failures to proceed with implementation of the plan.	Yes																											
Un-Certified Units or Holdings																													
<p>No replacement after dates defined in NIS Criterion 7.3:</p> <ul style="list-style-type: none"> • Primary forest. • Any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3. 	There has been no replacement of primary forest area. There were 7 LUCA submitted to RSPO and all of them have been passed with no concept note or compensation plan required. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV already brief this issue to RSPO secretariat. As per time bound plan.	Yes																											
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>New plantings since January 1st 2010 involved the following areas:</p> <table border="1" data-bbox="504 1028 1297 1933"> <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">https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/</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">https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/</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>https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/</td> </tr> </tbody> </table>	Area	ha	Status	Reference	FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/	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	https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/	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.	https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/	Yes
Area	ha	Status	Reference																										
FGVPM Tembangau 05 Estate	45.84	HCVRN Closed – no go	https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia/																										
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	https://hcvnetwork.org/reports/hcv-ladang-tawai-1-and-ladang-tawai-2-fgvp-malaysia/																										
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.	https://hcvnetwork.org/reports/felda-global-venture-miri-division-sarawak-state-malaysia/																										

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	No issue in the uncertified area (Tawai 01, Tawai 02 & APL) since the new planting was cancelled for Tawai 01 & Tawai 02 and not proceed yet for APL.	
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.	Yes
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.	Yes
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.	Yes
Did the company conduct internal audit against the uncertified management units requirement? If yes, a positive assurance statement shall be available.	Yes, there have positive assurance statement from internal certification unit. Yes, at the current status only 34 complexes already have internal audit in year 2018/2019. Seen the internal audit done by Sustainability Compliance and Certification Department(SCCD).	Yes
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholder comments are recorded in Stakeholder report 2018. No negative comment from stakeholder. Suggestion and recommendation from stakeholders were taking into consideration.	Yes

3.3 Progress of scheme smallholders and/or outgrowers

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

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 one (1) Critical and three (3) Minor nonconformities raised. The Besout Palm Oil Mill and Supply Bases 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 it effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2016202-202102-M1	Clause & Category (Critical / Minor)	3.4.3 Critical
Date Issued	05/02/2021	Due Date	06/05/2021
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/04/2021
Statement of Nonconformity:	Social management and monitoring plan is not implemented, reviewed and updated regularly.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Besout POM:</p> <p>1) The management plan was developed on January 2019 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun.</p> <p>2) Issues raised during stakeholder meeting and Union meeting was not included.</p> <p>Besout 7 Estate and Besout 6 Estate:</p> <p>1) The management plan was developed on 24/01/2020 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun.</p> <p>2) Issues raised during workers' committee meeting was not included.</p>		
Corrections:	<p>1) Training conducted to address as per the SOP "Penilaian Impak Sosial (SIA)" of "Penilaian Semula Pelan Pengurusan SIA" and to include any new issues raised related to social impact.</p> <p>2) " Penilaian Semula Pelan Pengurusan SIA" done on the existing SIA and updated issues raised from any other meeting related to social impact</p>		
Root Cause Analysis:	<p>1) Due to miscommunication whereby the "Penilaian Semula Pelan Pengurusan SIA" need to be carried out by the project respectively on the yearly basis to close the issues raised</p>		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	2) Not trained whereby any current issues raised during any meeting related to social impact need to be incorporated under "Penilaian Semula Pelan Pengurusan SIA"
Corrective Actions:	<p>1) Appointment letter of SIA personnel at the project to make sure the "Penilaian Semula Pelan Pengurusan SIA" to be carried out yearly basis</p> <p>2) To address the "Penilaian Semula Pelan Pengurusan SIA" at the Management Review Meeting every time.</p>
Assessment Conclusion:	<p>Verification on closure of Majoc NC,</p> <p>There was a training on the action taken to rectify non-conformance on 15/02/2021 where review of the social management plan was briefed to the team. Seen the training attendance which participated by representatives from Besout POM, Besout 6 Estate and Besout 7 Estate.</p> <p>The social management plan was reviewed in all the operating units where it has included all the issues raised during stakeholder meeting, Union meeting and workers' committee meeting. The last reviewed of Besout POM was done on 01/03/2021, 26/02/2021 in Besout 6 Estate and 29/03/2021 in Besout 7 Estate.</p> <p>Appointment letter for representative of communication and compliance was issued to ensure the SIA management plan was up to date and any issues raised by stakeholders to be incorporated into the plan. Seen the appointment letter dated 08/02/2021 in Besout POM, 15/02/2021 in Besout 7 Estate and 15/02/2021 in Besout 6 Estate.</p> <p>Besides, seen the agenda for Management Review RSPO where review of SIA & EIA will be conducted as part of the agenda to be discussed during the upcoming management review meeting. The memo of the revised agenda dated 07/04/2021 in Besout POM, 08/04/2021 in Besout 6 Estate and Besout 7 Estate was sighted.</p> <p>The implementation of corrective action was found effective and thus, the major non-conformance was closed on 12/04/2021.</p>

Non-conformity			
NCR Ref #	2016202-202102-N1	Clause & Category (Critical / Minor)	1.1.5 Minor
Date Issued	05/02/2021	Due Date	Next surveillance assessment
Closed (Yes / No)	"Open"	Date of nonconformity Closure	N/A
Statement of Nonconformity:	List of stakeholders was incomplete.		
Requirement Reference:	There is a current list of contact and details of stakeholders and their nominated representatives.		
Objective Evidence:	Stakeholder list developed in Besout POM, Besout 7 Estate and Besout 6 Estate was incomplete where some of the government authorities were not included.		
Corrections:	Updated the stakeholder list with some of the government authorities.		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Root Cause Analysis:	There is no mechanism to update the existing stakeholder list.
Corrective Actions:	Appointment personnel to make sure any new or changes in the stakeholder list need to be updated if there any new stakeholder communicated or updated quarterly.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.

Non-conformity			
NCR Ref #	2016202-202102-N2	Clause & Category (Critical / Minor)	4.2.3 Minor
Date Issued	05/02/2021	Due Date	Next surveillance assessment
Closed (Yes / No)	"Open"	Date of nonconformity Closure	N/A
Statement of Nonconformity:	Complaints received were not resolved within the timeline accordance to SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019.		
Requirement Reference:	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.		
Objective Evidence:	Besout POM: Reviewed the Laporan Kerosakan Rumah Kakitangan complaints, House No.: H04 reported on 18/02/2020 for broken toilet door and House No.: HD-3 reported on 15/04/2019 found that the complaint was only resolved on 10/11/2020 and 06/11/2020. The complaints were not resolved in the timeline as per the SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019.		
Corrections:	<ol style="list-style-type: none"> 1) Conducted briefing based on the Laporan Kerosakan Rumah Kakitangan complaints, as per the SOP requirement whereby the personnel incharge need to notify within 14 days to the complainer on the status and timeline to resolve the complaints and to be agreed by both parties as per clause 7.1.1.2. 2) New complaint FORM had been established. 		
Root Cause Analysis:	Not communicated and agreed with the complainer on the timeline to resolve the complaints.		
Corrective Actions:	<ol style="list-style-type: none"> 1) Before proceeding for resolving the complaints the NEW FORM need to be signed and agreed by both parties on the complaints within 14 days. 2) The Mill Manager only signed upon confirmation from both parties for further action. 		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.
-------------------------------	--

Non-conformity			
NCR Ref #	2016202-202102-N3	Clause & Category (Critical / Minor)	2.2.2 Minor
Date Issued	05/02/2021	Due Date	Next surveillance assessment
Closed (Yes / No)	"Open"	Date of nonconformity Closure	N/A
Statement of Nonconformity:	Due diligence of the contractor was not available.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
Objective Evidence:	<p>Sampled the contractor's workers - sorters from Awaseri Enterprise found the following issue:</p> <p>1) Reviewed payslips for March 2020, July 2020 and December 2020 found 3 of the workers (I/C No.: 901208-08-50XX), 890922-08-55XX and 931126-08-58XX) were working on public holiday, 25/12/2020 (Christmas) was not paid the wages according Employment Act 1955 and contract agreement.</p> <p>2) Replacement of emergency leave with overtime work was implemented by Contractor as per punch card verification.</p>		
Corrections:	<ol style="list-style-type: none"> 1) Briefing conducted with the contractor on the wages for public holiday according Employment Act 1995. 2) Payment been made for the 3 sorters in separately with 3 times. 3) Notify the sorters for any overtime will be paid according in the future. 4) Notify the sorters if there are no more annual leave will be substitute with unpaid leave. 		
Root Cause Analysis:	No proper monitoring done on the contractor.		
Corrective Actions:	<ol style="list-style-type: none"> 1. For future payment by the Mills to contractors, whereby the Mills will monitor the sorters payslips every month on the public holiday and overtime wages if work. 		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Implementation of the corrective action plan will be verified during next assessment.		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

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

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1877545-202001-M1	Clause & Category (Critical / Minor)	6.2.3 Critical
Closed (Yes / No)	Yes	Date of nonconformity Closure	29/04/2020
Statement of Nonconformity:	Evidence of legal compliance for overtime in excess of the limit of hours so prescribed as per Act 265 Employment Act 1955 was not available.		
Requirement Reference:	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.		
Objective Evidence:	FGVPISB Besout POM: Records of attendance and payslip for a sample employee with Employee ID # 1209518; Workstation: Shovel on October 2019 shown total overtime work hours: 117.0 hrs. However no written application to Director General of Labour Department to grant permission to work in excess of the limit of hours prescribed as per Act 265 Employment Act 1955.		
Corrective Actions:	<p>Monitoring of the worker overtime by day to make sure they do not exceed the monthly limit overtime of 104 hours.</p> <p>Major NC verification:</p> <ul style="list-style-type: none"> i. Letter of approval on from Director of General Labour Department for permission to work in excess of the limit hours which is 130 hours dated 13/7/2016. Refer letter no. BHG. PU/9/134 JLD 6 (75). Item no. 4 stated: "The permit covers all branches and subsidiary of FELDA Palm Industries Sdn. Bhd. in Peninsular Malaysia. ii. Punch card records for the month of March 2020 for workers with employee no. 1209518. iii. Overtime, work on rest day and work on public holiday monitoring records forms for workers with employee no. 1209518 for the month of March 2020 dated 5/4/2020 approved by the Admin Executive. iv. Briefing records on Overtime Limits and Employer Responsibilities dated 12/2/2020. 		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Assessment Conclusion:	<p>Verification during ASA3,</p> <p>35 samples for checkroll workers and contractor’s workers in various operations including harvester, field workers and general workers in mill were verified. Overtime count was appropriate, and deduction was deducted fairly following the agreement and approval from the Department of Human Resource. The workers have the public holiday entitlement as per the employment contract and legal requirements.</p> <p>Thus, the critical non-conformance remained closed.</p>
-------------------------------	---

Non-conformity			
NCR Ref #	1877545-202001-M2	Clause & Category (Critical / Minor)	2.1.1 Critical
Closed (Yes / No)	Yes	Date of nonconformity Closure	29/04/2020
Statement of Nonconformity:	Mechanism for ensuring some compliance to legal was not adequately demonstrated.		
Requirement Reference:	The unit of certification complies with applicable legal requirements.		
Objective Evidence:	<p>FGVPISB Besout POM:</p> <p>During the site visit, it was observed that there is a high potential of leachate generated from EFB stock pile to flow was flowing to the environment through the nearest monsoon drain. The leachate was not channeled to the effluent treatment pond for treatment as required by Clause 27 of DOE’s Compliance Schedule License No. 004230.</p>		
Corrective Actions:	<p>Manager to appointed assistant manager as the responsible person for training and monitoring of environmental issue.</p> <p>On site Major NC verification was not able to be conducted due to Movement Control Order in Malaysia. Major NC verification was conducted via documentation review, photos, video recordings and interview.</p> <p>Major NC verification:</p> <ul style="list-style-type: none"> i. Works Order (Surat Perintah Kerja) no. 3301416315 / 20890905 dated 1/4/2020 issued to Tafrijyyah Enterprise. ii. Appointment letter for person responsible for training and monitoring of environmental issue. Refer letter no (005)4030/BS/MSPO dated 23/2/2020 issued to Asst. Mill Manager, Mr. Muhammad Nurahlami b. Saharuddin. iii. Monsoon drains monitoring schedule for the month of February and March 2020 iv. Monsoon drains monitoring record dated 4/3/2020, 10/3/2020, 17/3/2020, 10/2/2020, 18/2/2020 and 26/2/2020 v. Picture of complete installation of drainage system and water pump. vi. Payment document to contractor, invoice no. b968 dated 10/4/2020 and payment voucher application no. 2488 and payment voucher no. G/L 79500110. 		
Assessment Conclusion:	<p>Verification during ASA3,</p> <p>BPOM 02/02/2021 - site visit has confirmed the following:</p>		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	<p>a) construction of new drainage system and water pump being completed and commissioned.</p> <p>b) There was no spillages of leachate seen at site.</p> <p>c) Monsoon drain nearby checked and confirmed there was no traces/signs of other contaminants therein.</p> <p>Thus, the critical non-conformance remained closed.</p>
--	--

Non-conformity			
NCR Ref #	1877545-202001-M3	Clause & Category (Critical / Minor)	6.2.4 Critical
Closed (Yes / No)	Yes	Date of nonconformity Closure	29/04/2020
Statement of Nonconformity:	The implementation of housing area inspection was insufficient according to requirement under Workers Minimum Housing & Amenities Act 1990; Para 23. Weekly inspection of worker’s housing; (2) It shall be the duty of the employer to ensure that all buildings used for the housing of workers, nurseries or community halls are visited and inspected weekly by...		
Requirement Reference:	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.		
Objective Evidence:	FGVPISB Besout POM: Evidence records of weekly inspection conducted for mill employee housing area was not available.		
Corrective Actions:	<p>Management to do monthly crosscheck for the checklist made by the staff</p> <p>On site Major NC verification was not able to be conducted due to Movement Control Order in Malaysia. Major NC verification was conducted via documentation review, photos, video recordings and interview.</p> <p>Major NC verification:</p> <p>i. Appointment letter for person responsible for training and monitoring of environmental issue. Refer letter no (005)4030/BS/MSPO dated 23/2/2020 issued to Asst. Mill Manager, Mr. Muhammad Nurahlami b. Saharuddin.</p> <p>ii. Picture on recovery of the open burning area (before and after).</p> <p>iii. Housing area monitoring schedule for the month of February and March 2020 and responsible person to conduct the monitoring.</p> <p>iv. Housing area monitoring records dated 12/2/2020, 19/2/202, 26/2/2020, and 4/3/2020.</p>		
Assessment Conclusion:	<p>Verification during ASA3,</p> <p>Linesite inspection was conducted once a week by Besout POM. Reviewed the records of weekly inspection of housing.</p>		

	<p>Linesite inspection was carried out on weekly basis in Besout 7 Estate. Seen the records of the inspection where the inspection was done by the RSPO Coordinator. Issues found and action taken were recorded in the checklist.</p> <p>Thus, the critical non-conformance remained closed.</p>
--	---

Non-conformity			
NCR Ref #	1877545-202001-N1	Clause & Category (Critical / Minor)	7.3.2 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	05/02/2021
Statement of Nonconformity:	Waste generated was not disposed accordingly.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>FGVPISB Besout POM: Noted during site visit and interview with boiler man, it was noted that the mill conducted test at boiler using Acetic Acid and Phenolphthalein, the contaminated waste water from the test was not identified as SW 322 and the disposal was not conducted accordingly.</p>		
Corrective Actions:	Every single test that using chemical must be done at the laboratory and the chemical used must be declared as spent chemical schedule waste SW322 and stored in the schedule waste store.		
Assessment Conclusion:	<p>Verification during ASA3, The following documents and records were sighted and verified in Besout POM: a) Training records in relation to the SWO and SDS held on 11/2/2020 was sighted and verified. b) Instruction letter on Total Dissolve Solid Analysis to be conducted in Mill Labs. Refer letter no. (004/20) 830/4030 dated 01/03/2020. c) At site during the interview with the 2 Boilerman and 1 fireman confirmed that there was no more analysis made at site of any kind except to be made in the laboratory only. Disposal is made and managed by the laboratory personnel. d) During the site visit to the workshop the floor and area was free of any oil spillages / other contaminants. The overall housekeeping was kept in a satisfactory manner. Thus the minor NCR raised was effectively closed and concluded on 05/02/2021.</p>		

Non-conformity			
NCR Ref #	1877545-202001-N2	Clause & Category (Critical / Minor)	7.3.3 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	05/02/2021

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

Statement of Nonconformity:	Evidence of fire used for waste disposal was sighted.
Requirement Reference:	The unit of certification does not use open fire for waste disposal.
Objective Evidence:	FGVPISB Besout POM: During site visit at linesite, there was evidence of usage of open fire for waste disposal. The evidence sighted at house no H01, HN01, HN02 and HV01.
Corrective Actions:	Management of Ks Besout have implemented a new checklist for housing that include the open fire monitoring that need to be done every week. The instruction letter has been given to the head of department to delegate the task to their subordinate.
Assessment Conclusion:	Verification during ASA3, The following was recorded, sighted and verified in Besout POM: a) Briefing on Prohibition of Open Burning in Housing Area dated 10/02/2020. b) Warning letter on prohibition of open burning dated 10/2/2020. Ref letter no. (004/20) 830/4030, (005/20) 830/4030 and (006/20) 830/4030. c) In addition there was an overall reminders to all employees on the prohibition of open burning within the premises / complex held at the muster ground. d) Site visit by auditor also supported that there was no sign of open burning at the line site and the implementation has been effective. Thus the minor NCR raised was effectively closed and concluded on 05/02/2021.

Non-conformity			
NCR Ref #	1877545-202001-N3	Clause & Category (Critical / Minor)	3.3.2 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	05/02/2021
Statement of Nonconformity:	Operations on site were not in accordance with the SOPs.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	FGVPISB Besout POM: 1. It was sighted that there were chemicals not responsibly handled according to the Standard Operating Procedure (FGVPM/L3/PK-16) and CLASS Regulations 2013. It was sighted in the Besout POM that the Boiler Man was assigned to conduct testing using chemicals Acetic Acid & Phenolphthalein in the Boiler Station. The chemicals were used and stored not in accordance with the Safety Data Sheet of Acetic Acid (27 march 2019) and Phenolphthalein (29 August 2019) at the boiler room. It was found that the Boiler Man was not adequately trained for chemical handling. The PPE that was used for handling the mentioned chemicals were not in accordance to the Safety Data Sheet and CHRA dated 19 June 2018. 2. As stated in the Manual Procedure; Kesiediaan Menghadapi Kecemasan (FPI/L2/QOHSE – 14.0) : Langkah-langkah Pengawasan Pelepasan Bahan Kimia Tidak Sengaja (Tumpahan Kecil) States : Pakai pakaian keselamatan seperti		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	<p>sarung tangan dan pelindung mata. Sapu/Serap tumpahan menggunakan bahan penyerap lantai dan bahan penyerap lain untuk dibuang.</p> <p>It was sighted during the site visit at the Engine Room that there was spillage of diesel from the engine. There was no emergency action taken by the management to stop the contamination.</p>
Corrective Actions:	Management to make a plan for chemical handling and schedule waste training every year.
Assessment Conclusion:	<p>Verification during ASA3, Reviewed in Besout POM for the following documents and records were sighted and verified:</p> <p>a) Training records in relation to the SWO and SDS held on 11/2/2020 was sighted and verified.</p> <p>b) Instruction letter on Total Dissolve Solid Analysis to be conducted in Mill Labs. Refer letter no. (004/20) 830/4030 dated 1/3/2020.</p> <p>c) At site during the interview with the 2 Boilerman and 1 fireman confirmed that there was no more analysis made at site of any kind except to be made in the laboratory only. Disposal of chemical used is managed by the laboratory personnel.</p> <p>Thus the minor NCR raised was effectively closed and concluded on 05/02/2021.</p>

Non-conformity			
NCR Ref #	1877545-202001-N4	Clause & Category (Critical / Minor)	7.7.2 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	05/02/2021
Statement of Nonconformity:	RSPO Peat Inventory not submitted to RSPO Secretariat.		
Requirement Reference:	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.		
Objective Evidence:	The peat inventory for Besout 06 estate has not been reported to RSPO Secretariat as of the annual surveillance date.		
Corrective Actions:	1. Register the peat inventory submission with RSPO. RSPO will notify and give reminder when growers/FGV need to submit peat inventories for 2nd submission.		
Assessment Conclusion:	<p>Verification during ASA3, The auditor has sighted and verified the following documents as maintained by the client. The evidences submitted to RSPO as follows:</p> <p>a) Map of identified peat area dated 10/02/2020.</p> <p>b) Submission of 1st progress report on the required peat inventory for RSPO reporting dated 10/02/2020</p> <p>c) Acceptance email by RSPO dated 17/02/2020.</p> <p>Thus the minor NCR raised was effectively closed and concluded on 05/02/2021.</p>		

Opportunity for Improvement	
OFI#	Description
OFI 1	N/A

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1736826-201902-M1	Major	4.6.10	20/02/2019	Closed on 22/04/2019
1736826-201902-M2	Major	2.1.1	20/02/2019	Closed on 22/04/2019
1736826-201902-M3	Major	6.12.1	20/02/2019	Closed on 22/04/2019
1736826-201902-N1	Minor	2.1.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N2	Minor	5.1.2	20/02/2019	Closed on 06/02/2020
1736826-201902-N3	Minor	5.3.3	20/02/2019	Closed on 06/02/2020
1736826-201902-N4	Minor	6.1.4	20/02/2019	Closed on 06/02/2020
1736826-201902-N5	Minor	6.5.3	20/02/2019	Closed on 06/02/2020
1877545-202001-M1	Critical	6.2.3	06/02/2020	Closed on 29/04/2020
1877545-202001-M2	Critical	2.1.1	06/02/2020	Closed on 29/04/2020
1877545-202001-M3	Critical	6.2.4	06/02/2020	Closed on 29/04/2020
1877545-202001-N1	Minor	7.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N2	Minor	7.3.3	06/02/2020	Closed on 05/02/2021
1877545-202001-N3	Minor	3.3.2	06/02/2020	Closed on 05/02/2021
1877545-202001-N4	Minor	7.7.2	06/02/2020	Closed on 05/02/2021
2016202-202102-M1	Critical	3.4.3	05/02/2021	Closed on 12/04/2021
2016202-202102-N1	Minor	1.1.5	05/02/2021	"Open"
2016202-202102-N2	Minor	4.2.3	05/02/2021	"Open"
2016202-202102-N3	Minor	2.2.2	05/02/2021	"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 Besout Palm Oil Mill and Supply Bases 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

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

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.

List of Stakeholders contacted	
Internal Stakeholders Workers Gender Committee Representatives	Union/Contractors Smallholder Contractors Felda Settlers
Government Departments JAKOA	NGO -

Stakeholders comment	
1	Feedbacks: Kumaresah (Smallholder) - The payment received is within the timeline. It was a long term business relationship and no other issue however he need more clarify why the mill have 2 standard FFB price, one price is followed MPOB for all smallholder and another one a bit higher than MPOB price for Felda settler.
	Management Responses: The price for Felda a bit higher because it was given to Felda settler to attracting Felda settlers to send FFBs to the Besout POM.
	Audit Team Findings: No other issue
2	Feedbacks: Felda Besout 3, 4 & 5 Management - The boundary from FGV estates are clearly demarcated. No land dispute issue.
	Management Responses: Noted on the information.
	Audit Team Findings: No other issue.
3	Feedbacks: Awaseri Enterprise and Generasi Anak Muda Enterprise - The payment received is within the timeline. It was a long term business relationship and no other issue
	Management Responses: Noted on the information.
	Audit Team Findings:

	No other issue.
4	Feedbacks: Gender Committee Representatives - No sexual harassment cases reported so far. Meeting and activities were conducted actively year round. No domestic violence cases too.
	Management Responses: Noted on the information.
	Audit Team Findings: No other issue.
5	Feedbacks: Jabatan Kemajuan Orang Asli (JAKOA) Tapah - The JAKOA representative was a new in Tapah and would like to meet with FGV Besout to get to know in the next meeting.
	Management Responses: The management will invite in the next stakeholder meeting depend on Covid Issue
	Audit Team Findings: 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
Not applicable since the land is belonged to FELDA. Based on the land title, the land is belonged to FELDA (government land) and FELDA land was leased to FGV. Based on stakeholder consultation, there is no land encroachment from FGV to other smallholders as a land user in FELDA land too.					

Previous land owner / user comment	
	Feedbacks: N/A
	Management Responses: N/A
	Audit Team Findings: N/A

3.6 Impartiality and conflict of interest


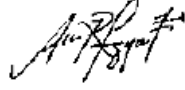
During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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 Besout Palm Oil Mill and Supply Bases has complied with the Malaysia National Interpretation 2019 for RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of Besout Palm Oil Mill and Supply Bases is continued.

Report prepared by	Acceptance of Assessment Conclusion
Name: Hu Ning Shing	Name: Ameer Izyanif Hamzah
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV Holdings Berhad
Title: Lead Auditor	Title: General Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 13/04/2021	Date: 26/04/2021

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- 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> <ul style="list-style-type: none"> i. Minutes meeting ii. Complaint report iii. Land title iv. Safety and Health Plan v. HCV report vi. Stakeholder list vii. SEIA assessment report and management plan viii. Policies ix. And etc <p>Besout 7 Estate has displayed a memo in the notice board dated 19/12/2020 for all the stakeholders on the list of documents that could be requested by the stakeholders.</p>	Complied
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 Besout Certification Unit upon request. Policies & guidelines were available in the company's</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		website: https://www.fgvholdings.com/sustainability/policies-guidelines/ .	
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Besout 7 Estate has maintained the records of visit from authorities such as DOSH. The last inspection carried out on 29/01/2021 by DOSH to check on the compressor. Besides, records of requests from stakeholders were maintained and responded by the management accordingly. For eg: the school's representative has request for van transportation to send the students to purchase stationeries and the management has approved.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	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. Stakeholder meeting was for Besout Complex held on 24/09/2019. Admin Executive of Besout POM has been appointed as Communication Officer and appointment letter dated 04/01/2020 was sighted. HEP Clerk has been appointed as Social Officer to handle social issues reported in Besout 7 Estate. Appointment letter dated 26/01/2021 was sighted.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Besout POM has established Stakeholder List dated 11/01/2021 where stakeholders such as neighbouring plantations, government authorities, local communities, contractors and suppliers. <i>However, stakeholder list developed in Besout POM, Besout 7 Estate and Besout 6 Estate was incomplete where some of the government authorities were not included.</i>	Non-compliance

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<i>Thus, a minor non-conformance was raised.</i>	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was developed. 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. Briefing of the policy was conducted on 20/01/2021 in Besout POM and 05/01/2021 in Besout 6 Estate to the contractors and the workers.	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: i. Awaseri Enterprise ii. Generasi Anak Muda Enterprise iii. Tanjung Global Indah Enterprise iv. GPH Enterprise	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	FGV Holdings Berhad has obtained approval from <i>Jabatan Tenaga Kerja Semenanjung Malaysia</i> for deduction of wages not more than 50% monthly from the workers. Approval letter with Ref. No.: (6) BHG PU/9/129 dated 10/04/2012 was signed. Seen the consent	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>letter signed by the workers on the deduction of wages (Employee No.: 1212132, 1212133 and 1212225).</p> <p>FGV Plantations (M) Sdn Bhd has obtained approval from <i>Jabatan Tenaga Kerja Semenanjung Malaysia</i> for deduction of wages for electricity bill (after subsidized RM 6 by company), water bill (after subsidized RM 4 by company) and medical fee (after subsidized RM 200 by company). The approval letter with Ref. No.: (22) dlm BHG. PU/9/129 Jld 23 dated 26/04/2016 was sighted.</p> <p>FGV Besout POM and supply bases have continued to comply with the legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the operating units and sustainability team. FGV Besout POM & supply Bases have obtained and renewed licenses and permits as required by the law. Sample of licenses and permit viewed were:</p> <p>Besout POM:</p> <ol style="list-style-type: none"> 1. DOE contradiction license no. 005447 with compliance schedule no. AS(B)A31/152/000/022. Validity period 05/06/2020 – 04/06/2021 2. MPOB License <ol style="list-style-type: none"> a. License no. 50015504000 for selling and moving SPO, storing PK and processing FFB. Validity period from 01/04/2020 – 31/03/2021 b. License no. 618299015000 for selling and moving FFB, purchase and moving FFB at 330000 tons. Validity period from 01/06/2020 – 31/05/2021 	
--	--	--	--

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

		<ul style="list-style-type: none"> c. License no. 618305003000 for selling and moving CPO and PK, purchase and moving CPO and PK. Validity period from 01/06/2020 – 31/05/2021 3. Private installation license no 2020/01818. Validity period from 28/07/2020 – 27/07/2020 4. Permit for Schedule Control Goods (Diesel), permit no. KPDNHEP/P/TPH/600-2/1/6/2/220. Validity period from 21/11/2020 – 20/11/2021 5. Weighbridge calibration serial no. B547737288 with safety sticker no. DE18 002517 conducted on 20/01/2021 6. Competent person <ul style="list-style-type: none"> a. Engine driver 1st Grade permit no. PA/60/99 b. Engine driver 1st Grade permit no. PA/59/2014 c. Engine driver 2nd Grade permit no. PA/07/2004 d. Engine driver 2nd Grade permit no. PK/30/96 e. Chargeman category A0 approval no. PJ-T-1-B-0238-2019 f. Wireman category PW3 approval no. PW-T-3-B-0509-2004 <p>Besout 7 Estate:</p> <ul style="list-style-type: none"> 1. License no. 559124002000 for selling and moving FFB. Validity period from 01/04/2021 – 31/03/2022 2. Private installation license no 2020/01416. Validity period from 25/06/2020 – 24/06/2021 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>3. Permit for Schedule Control Goods (Diesel), permit no. KPDNHEP/P/TPH/600-2/1/6/2/122. The permit was expired on 26/03/2020. Renewal application has been made on 06/03/2020 and still waiting for approval from KPDNHEP</p> <p>4. Weighbridge calibration serial no. 5659010 with safety sticker no. 52.8.225577 conducted on 29/06/2020</p> <p>5. Air compressor permit no. PMT-PK/21 57769. Validity till 28/04/2022</p> <p>Besout 6 Estate:</p> <p>1. License no. 574649002000 for selling and moving FFB. Validity period from 01/07/2020 – 30/06/2021</p> <p>2. Permit for Schedule Control Goods (Diesel), permit no. KPDNHEP/P/TPH/600-2/1/6/2/107. Validity period from 10/05/2020 – 09/05/2021</p> <p>3. Weighbridge calibration serial no. 5441309 with safety sticker no. 52.8.225474 conducted on 15/05/2020</p> <p>4. Air compressor permit no. PMT-PK/20 54564. Validity till 26/01/2022</p> <p>5. Permit for purchasing of controlled pesticides no. PRK/2020/ACP/041(GL) for purchasing of 800 kg of Acephate from 19/06/2020 to 09/07/2020</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP on track changes, monitoring, implementation and compliances of legal and other requirement. Refer doc. no ML-1A/L2-PR6 (0) dated 01/06/2016.</p> <p>Plantation and Sustainability Department and Manager, Asst. Manager and Supervisor/Clerk for respective operating units will</p>	Complied

		<p>undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as monitoring the status of legal compliance.</p> <p>All legal requirement was documented in Register of Legal and Other Requirements (Ref doc no ML-1A/L5-AP1 pind. 0) and List of compliance license/permit/legal requirement.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Mill legal boundary was clearly demarcated with fences.</p> <p>Besout 7 Estate:</p> <p>The legal boundary was demarcated with red and white colour pole and red and white ring at the palm trunk along the boundary as sighted in field PM12H.</p> <p>Besout 6 Estate:</p> <p>The legal boundary was demarcated with red and white colour pole as sighted in field PM14U adjacent in Sg. Erong and Felda settlers' farm and PM09Q adjacent to Felda settler's farm.</p>	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of Contractors was developed where there was only one contractor engaged in the Besout POM for activities such as grass cutting and sorting of FFB.</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>The contractor, Awaseri Enterprise engaged by Besout POM has signed on Surat Perintah Kerja and Supplier Code of Conduct (SCOC) prior to work. The SCOC contains the specific clauses on compliance to anti-trust & competition laws, labour laws and prohibition of forced labour.</p> <p>Besout POM:</p>	Non-compliance

		<p><i>Sampled the contractor's workers - sorters from Awaseri Enterprise found the following issue:</i></p> <p><i>1) Reviewed payslips for March 2020, July 2020 and December 2020 found 3 of the workers (I/C No.: 901208-08-50XX), 890922-08-55XX and 931126-08-58XX) were working on public holiday, 25/12/2020 (Christmas) was not paid the wages according Employment Act 1955 and contract agreement.</i></p> <p><i>2) Replacement of emergency leave with overtime work was implemented by Contractor as per punch card verification.</i></p> <p><i>Thus, a minor non-conformance was raised.</i></p>	
<p>2.2.3</p>	<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>The contractors engaged by the company have been signed on the Supplier Code of Conduct (SCOC) where it contains the specific clauses on prohibition of child labour, forced labour and bonded labour. Sampled the SCOC as below:</p> <ul style="list-style-type: none"> i. Awaseri Enterprise ii. Generasi Anak Muda Enterprise iii. Tanjung Global Indah Enterprise iv. GPH Enterprise <p>Reviewed the legal identity documentation found that no child labour was used by the contractors.</p>	<p>Complied</p>
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
<p>2.3.1</p>	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder 	<p>The mill has established information of all directly source FFB and documented in the stakeholder list. In the list contains information such as Company name, GPS location, Person in Charge, Contact no. Sampled reviewed as follows:</p>	<p>Complied</p>

	<ul style="list-style-type: none"> • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<table border="1"> <thead> <tr> <th data-bbox="1124 360 1523 427">Name</th> <th data-bbox="1523 360 1904 427">Coordinate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1124 427 1523 523">Eng Huat Latex Concentrate Sdn Bhd</td> <td data-bbox="1523 427 1904 523">2.53380, 102.40239</td> </tr> <tr> <td data-bbox="1124 523 1523 587">Amson Sdn. Bhd</td> <td data-bbox="1523 523 1904 587">3.82622, 101.38907</td> </tr> <tr> <td data-bbox="1124 587 1523 654">PKEINPK Sdn. Bhd.</td> <td data-bbox="1523 587 1904 654">4.60258, 101.07536</td> </tr> <tr> <td data-bbox="1124 654 1523 756">Yayasan Pembangunan Pendidikan India Negeri Perak</td> <td data-bbox="1523 654 1904 756">3.99914, 101.25122</td> </tr> </tbody> </table>	Name	Coordinate	Eng Huat Latex Concentrate Sdn Bhd	2.53380, 102.40239	Amson Sdn. Bhd	3.82622, 101.38907	PKEINPK Sdn. Bhd.	4.60258, 101.07536	Yayasan Pembangunan Pendidikan India Negeri Perak	3.99914, 101.25122		
Name	Coordinate													
Eng Huat Latex Concentrate Sdn Bhd	2.53380, 102.40239													
Amson Sdn. Bhd	3.82622, 101.38907													
PKEINPK Sdn. Bhd.	4.60258, 101.07536													
Yayasan Pembangunan Pendidikan India Negeri Perak	3.99914, 101.25122													
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>For indirectly source of FFB received from collection center, the mill is still in progress to acquire the geolocation information from the collection center.</p>		Complied										
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>														
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>														
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The annual business plan is available. The document is in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Reviewed 5 years business plan FY 2020 – 2024.</p> <p>For mill, the business plan contains FFB processed, production of CPO, PK and processing cost. The Component of operating expenditure among others includes;</p> <p>i. Process labor,</p> <p>ii. Maintenance external, maintenance parts,</p>		Complied										

		<ul style="list-style-type: none"> iii. Consumable, EVIT, iv. Admin cost, v. Labor overhead. <p>For estate the budget contains palm year of planting, age categories, and FFB production.</p> <p>Component of operating expenditure includes:</p> <ul style="list-style-type: none"> 1. Maintenance and supervision <ul style="list-style-type: none"> a. Weeding b. Manuring c. Drain d. Road and bridges e. Water and soil conservation f. Pruning g. Palm sanitation h. boundaries i. Supply j. General supervision 2. FFB Collection <ul style="list-style-type: none"> a. Labour b. Transportation/Evacuation c. Supervision 	
--	--	---	--

		<p>d. Tools</p> <p>Inclusive in the business plan is also Capital Expenditure (CAPEX) among others showing expenditure on replacement and purchase of machinery/equipment.</p> <p>The profit and loss statement were made available prepared by the Regional office.</p>																								
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Replanting planned for the palm older than 25 years, non-performance field (yield) and Ganoderma infected palm.</p> <p>Reviewed the replanting program FY 2020 – 2025 as follows:</p> <table border="1" data-bbox="1137 726 1930 1002"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="5">Ha/ Year</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Besout 6</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>90.92</td> <td>0.00</td> </tr> <tr> <td>Besout 7</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </tbody> </table> <p>It was verified that the replanting for Besout 6 Estate for the year 2023 is at non-peat land area.</p>	Estate	Ha/ Year					2020	2021	2022	2023	2024	Besout 6	0.00	0.00	0.00	90.92	0.00	Besout 7	0.00	0.00	0.00	0.00	0.00	<p>Complied</p>
Estate	Ha/ Year																									
	2020	2021	2022	2023	2024																					
Besout 6	0.00	0.00	0.00	90.92	0.00																					
Besout 7	0.00	0.00	0.00	0.00	0.00																					
<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>The operating units conducted the management review at minimum of once a year. In the management review discussed agenda as follows:</p> <ol style="list-style-type: none"> 1. Internal and external audit results and findings 2. Customer/stakeholder satisfaction 3. Production 	<p>Complied</p>																							

		<p>4. Environmental 5. Social 6. Replanting (Estate) 7. Continuous Improvement records 8. Previous Management Review Issues 9. Implementation of RSPO and MSPO 10. Change in management 11. Change in documentation</p> <p>Sighted the minutes meeting conducted as follows:</p> <table border="1" data-bbox="1137 798 1930 1061"> <thead> <tr> <th>Operating Unit</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Besout POM</td> <td>29/01/2021</td> </tr> <tr> <td>Besout 6 Estate</td> <td>22/12/2020</td> </tr> <tr> <td>Besout 7 Estate</td> <td>05/01/2021</td> </tr> </tbody> </table>	Operating Unit	Date	Besout POM	29/01/2021	Besout 6 Estate	22/12/2020	Besout 7 Estate	05/01/2021	
Operating Unit	Date										
Besout POM	29/01/2021										
Besout 6 Estate	22/12/2020										
Besout 7 Estate	05/01/2021										
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>											
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -</p>	<p>Besout POM and the estates has established an improvement plan mainly on environmental and social issues with details as follows. The mill and the estates documented the program in the respective annual management review dated held in Jan 2021.</p>	Complied								

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

		Besout Palm Oil Mill		
		Projects	Details	
	1	Housing	Replacement of old housing provision in 2021 budget. This is to enhance the facilities quality and provide better living quality to employees.	
	2	Safety	Compliance on the fire certificate possession within a span of 5 years as per legislative requirement.	
	3	Environmental	Installation of ESP for the boiler for an improved dust emission as per DOE legislation requirement.	
	4	Mill store	Upgrading of SW store budget of RM10K. document in relation dated 20/01/2021 was sighted and verified.	
		Besout 6 Estate		
	1	Operations	Expansion of mechanization 3 years plan	
			Reduction of Inferior FFB rejection by mill	
			Increase of footbridges 3 years program	
	2	Housing	Housing replacement 3 years program	

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1" style="width: 100%;"> <tr> <td colspan="2" style="text-align: center;">Besout 7 Estate</td> </tr> <tr> <td style="width: 5%; text-align: center;">1</td> <td>Housing</td> <td>Replacement of old housing provision in 2022 budget. This is to enhance the facilities quality and provide better living quality to employees.</td> </tr> <tr> <td style="text-align: center;">2</td> <td>LF collection</td> <td>In field collection of loose fruits using bins budget of RM900K in 2021.</td> </tr> </table> <p>All the above documents in relation to the projects and budget were sighted and verified.</p>	Besout 7 Estate		1	Housing	Replacement of old housing provision in 2022 budget. This is to enhance the facilities quality and provide better living quality to employees.	2	LF collection	In field collection of loose fruits using bins budget of RM900K in 2021.	
Besout 7 Estate											
1	Housing	Replacement of old housing provision in 2022 budget. This is to enhance the facilities quality and provide better living quality to employees.									
2	LF collection	In field collection of loose fruits using bins budget of RM900K in 2021.									
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	The template has not been released by RSPO as of this audit date.	Complied								
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.											
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The mill processing system is documented in the following documents among others;</p> <ul style="list-style-type: none"> a) The Mill Lestari Processing Manual b) Mill Standard Operating Procedure, c) The Mill Quality Management Manual 	Complied								

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from;</p> <ul style="list-style-type: none"> a) the reception, sterilization, threshing, pressing, b) clarification, depericarping (nut polishing) station, c) effluent, laboratory, workshop, dispatches etc. <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>The standard operation procedure SOP for the estates operations is available which is prepared on Group basis. There are levels of documentation identified as follows;</p> <ul style="list-style-type: none"> a) <i>Manual Ladang Sawit LESTARI</i> on reviewed 01/06/2012 <i>Sawit pra matang edisi II seksyen 3</i> b) <i>Manual Ladang Sawit LESTARI</i> reviewed on 01/06/2012 <i>Sawit matang edisi II seksyen 4</i> c) <i>Manual Ladang Sawit LESTARI</i> 01/06/2012 <i>Pembajaan sawit edisi II seksyen 5</i> d) <i>Garis Panduan Keselamatan</i> e) <i>Manual Kelestarian</i> (Sustainability) <p>Amendments are made should there be requirement to suit the local issues/situation.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with</p>	Complied

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

regards to operation, finance as well as safety, health and welfare requirements. Other mechanism as described below.

Besout 6 & 7 Estates		
Areas	Action/Activities	
1	Daily	Supervision by field staff/Assist/Manager
		Report of daily activities/costings/variation
		WA group - digital supervision
2	Schedule	Quarterly ESH meeting
		RC visits on field activities
		Internal audits by GCAD/SHO
		Annual EPMC
		External audit RSPO /MSPO
		Agronomist visits
3	Medical /health	Monthly check by HA/MA
		Annual medical surveillance.
Besout POM		
Areas	Action/Activities	
1	Daily	Supervision by staff/Assist/Manager
		Report of daily activities/costings/variation
2	Schedule	Quarterly ESH meeting
		Internal audits by GCAD / SHO
		External audit RSPO /MSPO
		Zone Head / Regional Controller visit.
3	Annual	Annual EPMC

				Medical surveillance	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	Operating units visited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with RC/ZH.			Complied
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.					
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	<p>There were no new planting in both the estates. This is verified through the following document/facts.</p> <ul style="list-style-type: none"> a) Hectare statement compared to the previous year. b) Interviews with the management c) Field visits and verification. <p>The assessment of both the above was made in Social/Environmental Management Plan 2021 (<i>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang</i>) among others meant:</p> <ul style="list-style-type: none"> a) To assess current condition based on identified potential aspects. b) To verify presence of protected & conservation areas that could be significantly affected. c) To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities.to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details in: 			Complied

		<ul style="list-style-type: none"> - <i>Jadual 4.1 Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling Ketara</i> - <i>Jadual 4.2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang</i> - <i>Jadual 4.3. Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif)</i> <p>d) To comply with various sustainability certification schemes. The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. All the above documents were updated accordingly respectively in Jan 2021. These content are reviewed annually for any revision and updates .</p> <p>The Social/Environmental Management Plan (<i>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang</i>) for 2021 produced among others includes the following:</p> <ul style="list-style-type: none"> a) Organization information b) Scope of assessment & team c) Methodology assessment timeline, approach and parameters d) SEAI matrix and findings. <p>All sites and the reports were visited and sighted respectively by the auditors in presence of the SCCD, estates and mill personnel.</p>	
--	--	---	--

		<p>SIA was conducted on 15/09/2017 for Besout POM, 14/09/2017 for Besout 7 Estate and 06/03/2017 for Besout 6 Estate by the Certification and Due Diligence Department. The methodology of the assessment was through sampling of stakeholders to be interviewed. Stakeholders were consulted during the stakeholder meeting as well. Positive and negative impacts were identified and incorporated into the Management Plan.</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. - Minor Compliance -</p>	<p>The Social/Environmental Management Plan (<i>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang</i>) for period 2021 is available for the Besout POM and estates. The plan among others incorporated the objectives, category, action, frequency, person in charge and monitoring period. Among others issues as extracted below:</p> <ul style="list-style-type: none"> a) To ensure compliance to SOP and legal requirement regarding social (appointment of person in charge/committee to handle social matters, communication on policies/SOP on social to relevant stakeholders, monitoring of pay and agreement of workers and contractor’s workers and to maintain housing and facilities provided to workers). b) To contribute to local communities development. c) Community and employee alert on the present pandemic Covid -19. d) PPE issuance and compliance for employees. e) Domestic waste disposal. f) CSR issuance of chicken, beef during festive holidays. g) Enhance understanding on safety guidelines in mill. h) Health awareness among employees. i) Audiometric test awareness among employees. <p>The aspect and impact analysis for all the mill/estate operations are documented on Jan 2021 and revised annually. In the</p>	<p>Complied</p>

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

comprehensive report, the study of aspect and impact are aimed to:

- a) Plan to avoid negative impact and to promote positive impacts.
- b) Reduction disposal of waste taking into consideration of social responsibilities.
- c) Plan to reduce pollution and release of GHG.
- d) Development and implementations.

The aspect and impact covered the following activities/operations among others:

Besout 6 / 7Estates			
	Activities		Activities
1	Poisoning of VOPs/ woodies	7	Vehicle maintenance by contractors
2	Circle spraying	8	Fertiliser application
3	Management of empty containers	9	Fertilizer storage /application
4	Rat baiting	10	Grass slashing
5	Diesel Reception	11	Chemicals storage
6	Triple rinsing	12	Grading of FFB

Besout Palm Oil Mill			
	Activities		Activities
1	Effluent treatment	7	EFB storage
2	Engine room operations	8	Laboratory
3	Boiler operations	9	Workshop operations
4	CPO storage	10	Sterilization

		<table border="1"> <tr> <td>5</td> <td>Diesel Reception/storage</td> <td>11</td> <td>Chemicals storage</td> </tr> <tr> <td>6</td> <td>Triple rinsing</td> <td>12</td> <td>Scheduled wastes storage</td> </tr> </table>	5	Diesel Reception/storage	11	Chemicals storage	6	Triple rinsing	12	Scheduled wastes storage	<p>The social management plan in Besout 7 Estate was developed and reviewed on 24/01/2020 and 30/01/2020 in Besout 6 Estate. The issues included in the management plan were identified during the SIA conducted on 14/09/2017 and 07/03/2017. The management plan is developed with affected stakeholders such as during the meeting.</p>	
5	Diesel Reception/storage	11	Chemicals storage									
6	Triple rinsing	12	Scheduled wastes storage									
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>Besout POM: 1) The management plan was developed on January 2019 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun. 2) Issues raised during stakeholder meeting and Union meeting was not included.</p> <p>Besout 7 Estate and Besout 6 Estate: 1) The management plan was developed on 24/01/2020 which not accordance to procedure Penilaian Impak Sosial (SIA) with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.4.1, 6.4.1 Penilaian semula Pelan Pengurusan SIA perlu dilaksanakan sekurang-kurangnya sekali setahun. 2) Issues raised during workers' committee meeting was not included. Thus, a major non-conformance was raised.</p>		<p>Non-compliance</p>								
<p>Criterion 3.5: A system for managing human resources is in place.</p>												

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

<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 <i>Garis Panduan Pengambilan & Perlantikan Pekerja Am G7</i> (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd. The procedure has explained the process of recruitment of General workers in the mill. Besides, policy for performance management, termination of employment (dated 04/12/2019) and Compensation Policy (dated 01/01/2020) was developed to explain the process of promotion, retirement and termination of employment.</p> <p>In addition, Collective Agreement valid from 01/01/2019 to 31/12/2021 has describe the criteria of promotion, retirement and termination.</p> <p><i>Jabatan Tenaga Kerja</i> FGV has developed a list of Policy and Procedure with the name <i>Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga'</i> with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</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, https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf. 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>Management of Besout POM and Besout 7 Estate has displayed job advertisement in the guard house, ATM machine, mosques, community halls and food stalls nearby the mill and estate to</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>inform the local communities on the job vacancy verified through interviewed with the staffs. Sample of advertisement for General Workers – Mill Operator and Operator Estate was sighted where terms and conditions were clearly stated in the advertisement such as the age must be 18 years old. Benefits such as wages, minimum RM 1,200 and other allowances were stated in the advertisement. There latest recruitment in the mill on August 2020 and October 2020 and latest recruitment on September 2020 in Besout 7 Estate and records of recruitment such as Application for Employment Form, New Hire Form, copy of identification card, certificates of educations, offer letter and medical report were available. The latest recruitment of the Office Assistant in the Besout 7 Estate has been confirmed for employment as permanent workers after 3 months of probation. Seen the confirmation letter dated 01/12/2020.</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. Besides, the candidates were briefed on the "Communication Pack" during the pre-employment process. The contents of communication pack are such as working terms and conditions and cost to be borne by the company and employees. Seen the presentation slides that presented to the candidates in home country. Interviewed with the workers confirmed that they have been shown with the presentation slides during the pre-employment process.</p>	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	FGV has established procedure for identification of health and safety issue. It was documented in Standard Operating procedure:	Complied

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

	<p>- Critical (Major) compliance -</p>	<p>hazard identification, risk assessment and Determine control. Refer document no. FGV/PUC/SOP-OSH/001 dated 01/02/2019.</p> <p>Issues on Health and Safety have been assessed and documented in the HIRADC forms (FPI/L4/QOHSE-1.4 Pind 2). The assessment include all processing activities and support activities base on workstation. . All activities with significant risk has been listed and mitigation plan to improve the condition has been established and documented. The document was reviewed at minimum once every 3 years or once accident occur.</p> <p>Besout POM:</p> <p>Latest HIRADC review was conducted on December 2020 due to accident happen on 12/08/2020 at the thresher station. Accident investigation meeting was conducted on 13/08/2020. Based on the investigation meeting results and recommendation, new determined controlled was updated in the HIRARC.</p> <p>Besout 7 Estate:</p> <p>HIRADC review was conducted on 31/01/2021 for annual review. FY 2020, 2 accident cases was reported at harvesting operation on 08/06/2020 and 06/10/2020. Accident investigation meeting has been conducted. Based on the investigation meeting results and recommendation, new determined controlled was updated in the HIRARC on 11/12/2020. Latest HIRARC review was done on 03/02/2021 for landfill operation.</p> <p>Besout 6 Estate:</p> <p>FY 2020, 2 accidents occurred in pruning operation on 12/01/2020 and harvesting operation on 07/11/2020. Accident investigation was conducted on 15/01/2020 and 13/11/2020 respectively for both accident. Based on the investigation meeting results and</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>recommendation, new determined controlled was updated. Latest HIRADC review was conducted on 04/01/2021 for annual review.</p>									
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>The operating units has established Safety and health planned FY 2020 and FY 2021. The plan covers on OSH training, Safety and Health program (internal), Safety and Health program (stakeholders), license, permit and employee competency program. Reviewed the effectiveness implementation of the plan as follows:</p> <p>Besout POM:</p> <ol style="list-style-type: none"> 1. The mill conducted workplace inspection on quarterly basis prior to OSH committee meeting. The inspection was recorded in Station Safety Checklist. Reviewed the inspection records dated 04/02/2020, 07/05/2020 and 18/08/2020. 2. Latest audiometric was conducted on 24 – 25/07/2020 by registered OHD with reg. no. HQ/17/DOC/00/00081 as per report ref. no. R2020/0201/KSFGVBESOUT dated 21/10/2020. 34 workers were found with STS and required to repeat the audiometric test within 3 months period. The workers were send for retest on 10/11/2020 and final diagnosis on 12/12/2020 where the results as follows: <table border="1" data-bbox="1205 1098 1877 1359"> <tr> <td>Permanent STS</td> <td>15 employee</td> </tr> <tr> <td>Temporary STS</td> <td>1 employee</td> </tr> <tr> <td>Hearing Impairment</td> <td>5 employee</td> </tr> <tr> <td>Hearing Lost</td> <td>6 employee</td> </tr> </table>	Permanent STS	15 employee	Temporary STS	1 employee	Hearing Impairment	5 employee	Hearing Lost	6 employee	<p>Complied</p>
Permanent STS	15 employee										
Temporary STS	1 employee										
Hearing Impairment	5 employee										
Hearing Lost	6 employee										

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

		<p>The results of audiometric test has been discussed and briefed with the affected employee. JKKP 7 has been submitted to DOSH on 20/11/2020 and 08/12/2020.</p> <ol style="list-style-type: none"> 3. Latest medical surveillance for workers working in confined space was conducted on 31/01/2020 by registered OHD with reg. no HQ/12/DOC/00/279 involving 6 workers which found fit to continue their respective duties. 4. Latest LEV periodic inspection was conducted on 15/12/2020 by registered Hygiene Tech with reg. no. HQ/17/JHII/00/00005 as per report no. HQ/17/JHII/00/00005 – 2020/302. The results found the performance of LEV system is currently effective. <p>Besout 7 Estate:</p> <ol style="list-style-type: none"> 1. The estate conducted workplace inspection on quarterly basis prior to OSH committee meeting. The inspection was recorded in Station Safety Checklist. Reviewed the inspection records dated 13/10/2020, 15 – 16/07/2020 and 10 – 12 April 2020. 2. The estate conducted the ERP training on annually basis. Sighted the training records FY 2020 dated 28/12/2020 and 30/01/2020. <p>Besout 6 Estate:</p> <ol style="list-style-type: none"> 1. The estate conducted the first aid box inspection/monitoring on quarterly basis. Reviewed monitoring records for 14 first 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>aid box dated 21/01/2021, 09/10/2020, 07/07/2020, and 03/05/2020.</p> <ol style="list-style-type: none"> 2. The estate conducted the ERP training on annually basis. Sighted the training records for fire drill and fire extinguisher training dated 03/11/2020. 3. The estate sent the workers expose to Organophosphate and Manganese. Latest surveillance was conducted on 20/07/2020 by registered OHD with reg. no. HQ/19/DOC/00/00456. 50 workers were send for surveillance and found fit to works at existing station. 	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units visited has conducted training need analysis and documented in Training Needs Assessment. Training Plan has been established based on the training need analysis conducted.</p> <p>The training program were divided into 5 categories such as general training, Workshop (electrical, mechanical and store), Operation (operation and boiler), lab and Mill Quality inspector.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The operating units maintain the records of training conducted. Among the training conducted as follows:</p> <p>Besout POM:</p> <ol style="list-style-type: none"> 1. Safety and health procedure for welding works training dated 04/09/2020 2. Chemical management training dated 03/02/2020 3. PPE awareness, storage and applicable Law and Requirement training dated 03/02/2020 	Complied

		<ol style="list-style-type: none"> 4. Hearing conservation training dated 03/02/2020 5. ERT and first aid training dated 29/01/2020 6. ERT and firefighting training dated 28/01/2020 7. Hearing conservation training dated 02/10/2020 8. CPO Spillage management training dated 30/01/2020 <p>Besout 7 Estate:</p> <ol style="list-style-type: none"> 1. HIRARC training dated 19/01/2021 2. OSH Act 1994: Noise Exposure training dated 14/10/2020 3. Safety for harvester training dated 05 – 06/08/2020 4. Fire extinguisher usage training dated 28/12/2020 5. Compliance to RSPO/MSPO certification for contractors training dated 04/02/2020 6. Salary payment system training dated 21/10/2020 7. SDS and safety work procedure for sprayers training dated 15/11/2020 8. Employment contract, SOSCSO scheme, Salary payment system, grievances procedure training dated 21/10/2020 9. Chemical handling, store management and triple rinsing training dated 30/01/2020 10. Manuring and buffer zone management training dated 25/01/2020 11. 3R training dated 18/01/2020 	
--	--	---	--

		<p>Besout 6 Estate:</p> <ol style="list-style-type: none"> 1. Sustainability policy briefing dated 30/01/2021 2. Safety work procedure for sprayers, SDS and PPE awareness training dated 29/01/2021 3. Palm frond pruning training dated 25/01/2021 4. Safety work procedure for FFB harvesting using chisel training dated 23/01/2021 5. Safety work procedure for leaf eating pest training dated 20/01/2021 6. RSPO, MSPO, HCV and CABI awareness training dated 17/01/2021 7. SOP for harvesting at mature area training dated 11/01/2021 8. Induction for contractor training dated 09/11/2020 9. SDS and safety work procedure for chemical handling training dated 15/11/2020 10. Manuring using fertiliser spreader and calibration training dated 03/11/2020 11. Fire drill and fire extinguisher training dated 03/11/2020 12. Safety guideline for spraying training dated 17/09/2020 13. Spraying pump calibration training dated 15/07/2020 14. IPM training dated 13/07/2020 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified personnel involve in supply chain as per stated in SOP established Procedure RSPO Supply Chain Certification (Palm Oil Mill). Refer SOP no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 5.0 Responsibility.</p> <p>The mill provided training to all personnel in supply chain. Latest training conducted on 19/01/2021. Among personnel involve in the training conducted Mill Manager, Asst. Mill Manager, Weighbridge Operator, Supervisor, Lab Operator and FFB Grader.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>The mill received FFB from both certified FFB from its own supply bases (Besout 6 Estate and Besout 7 Estate) and uncertified FFB from third party source at ratio of 30:70. The mill opted for Mass Balance module. Thus, this indicator is not applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking 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</p>	<p>The mill received FFB from both certified FFB from its own supply bases (Besout 6 Estate and Besout 7 Estate) and uncertified FFB from third party source at ratio of 30:70. The mill opted for Mass Balance module. Reviewed the list of FFB supplier list.</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	only the volume of oil palm products produced from processing of the certified FFB as MB.										
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 mill has established the estimated tonnage of CPO and PK produce on monthly basis in the annual budget. Reviewed the annual budget FY 2020 and FY 2021. The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in 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 held RSPO membership number: 1-0225-16-000-00 since 27/12/2016.</p> <p>Company info available through RSPO IT Platform i.e. RSPO PalmTrace as following:</p> <table border="1" data-bbox="1151 849 1895 1217"> <tr> <td>Member Name</td> <td>FGVPISB Besout Palm Oil Mill</td> </tr> <tr> <td>Member ID</td> <td>RSPO_PO1000001892</td> </tr> <tr> <td>RSPO Membership Number</td> <td>1-0225-16-000-00 (FGV Holdings Berhad)</td> </tr> <tr> <td>License validity till</td> <td>29/04/2021</td> </tr> </table>	Member Name	FGVPISB Besout Palm Oil Mill	Member ID	RSPO_PO1000001892	RSPO Membership Number	1-0225-16-000-00 (FGV Holdings Berhad)	License validity till	29/04/2021	Complied
Member Name	FGVPISB Besout Palm Oil Mill										
Member ID	RSPO_PO1000001892										
RSPO Membership Number	1-0225-16-000-00 (FGV Holdings Berhad)										
License validity till	29/04/2021										
3.8.5	Documented procedures	Procedure for supply chain has been established entitled Procedure RSPO Supply Chain Certification (Palm Oil Mill). Refer SOP no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021.	Complied								

	<p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Among the subjects covered in the procedure are:</p> <ul style="list-style-type: none"> i. General Chain of Custody ii. Supervision (Internal Audit, Management Review) iii. Management Function and Job Description iv. Traceability v. RSPO SCC, Supply Chain Verification, Claim vi. Handling Non-Conformance Material and Document vii. Overproduction and Stock Removal viii. Supply Chain Verification – FFB Delivery Plantation to Mill ix. Supply Chain Verification – CPO/PK Delivery Mill to Customer x. Claims xi. Record keeping xii. Training xiii. Complaints and Grievances/Communication and Claims <p>The Mill Manager holds the hold the responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements as stated in the Standard Operating Procedure for Mill RSPO SCC, doc. Ref no. RSPO SCC issue no. 3, rev. no 6 dated 21/11/2019 under section Management Function and Job Description.</p> <p>The mill has established RSPO SCCS Committee as per appointment letter no. (01) BST/RSPO/MSPO SCC dated 06/01/2020.</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

<p>3.8.6</p>	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports. 	<p>FGV has established SOP for Internal audit and documented in the Procedure RSPO Supply Chain Certification (Palm Oil Mill). Refer SOP no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 6.5 Internal Audit. The SOP is cross-reference with Sustainability Internal Audit Procedure. Refer SOP no. FGV/GSD-SCCD/SOP/04.</p> <p>Latest RSPO SCCS internal audit was conducted on 26 – 27/01/2021. The corrective action plan has been submitted and waiting for approval from the internal audit.</p> <p>Latest management review was conducted on 29/01/2021. Internal audit results was among the agenda discuss in the management review meeting.</p>	<p>Complied</p>
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>Besout mill is received FFB from own certified supplying estates, Besout 6 Estate, Besout 7 Estate and third parties.</p> <p><i>Nota Hantaran BTS</i> will be submitted to the mill during incoming of FFB from own supply bases and third parties. Information of the <i>Nota Hantaran BTS</i> was recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the certified CPO and PK production record from MPR system found that no overproduction was reported.</p> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for Besout POM where mechanism for handling of non-conformance material & document was outlined in the procedure. Downgrading of products will be done if any non-conformance happened.</p>	<p>Complied</p>
<p>3.8.8</p>	<p>Sales and Goods Out</p>	<p>Besout POM has ensured the required information is available in document form. Sampled of contracts as below:</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

<p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p><u>CSPK</u> Contract No.: RSPG4746D</p> <ul style="list-style-type: none"> • The name and address of the buyer: KCP Pandamaran – Kaw. Perindustrian Pandamaran, 42000 Pelabuhan Kelang Selangor. • The name and address of the seller: Besout POM, 35600, Sungkai, Perak. • The loading or shipment/ delivery date: 11/12/2020 • The date on which the documents were issued: 11/12/2020 • RSPO certificate number: RSPO 682927 • A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) • The quantity of the products delivered: 42.75 MT • Any related transport documentation: W/B Ticket# L00001826 • A unique identification number: W/B Ticket# L00001826 <p>Contract No.: RSPG4068D</p> <ul style="list-style-type: none"> • The name and address of the buyer: KCP Pandamaran – Kaw. Perindustrian Pandamaran, 42000 Pelabuhan Kelang Selangor. • The name and address of the seller: Besout POM, 35600, Sungkai, Perak. • The loading or shipment/ delivery date: 02/09/2020 • The date on which the documents were issued: 02/09/2020 • RSPO certificate number: RSPO 682927 • A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) • The quantity of the products delivered: 42.39 MT • Any related transport documentation: W/B Ticket# L00001756 	
--	---	--

3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</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>	<ul style="list-style-type: none"> A unique identification number: W/B Ticket# L00001756 <p>There was no outsourced activities involved at the mill. All mill processing activities were carried out by Besout POM.</p>	Complied
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>There was no outsourced activities involved at the mill. All mill processing activities were carried out by Besout POM.</p>	Not Applicable
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>There was no outsourced activities involved at the mill. All mill processing activities were carried out by Besout POM.</p>	Not Applicable

<p>3.8.12</p>	<p>Record keeping</p> <ul style="list-style-type: none"> 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. 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. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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. 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. 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>Besout Palm Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements. The record retention period is 2 years as stated in the SOP under Clause 6.9.</p> <p>Based on verification of mass balance sheet in MPR system, it was found that there was no sales of certified CPO and sales of certified PK were always delivered from positive stock. There was total 300 MT of CSPO RSPO credits sold under Palm Trace.</p>	<p>Complied</p>
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The facility is using the actual extraction rate and therefore updating of rates is not necessary.	Complied
3.8.15	Processing 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.	Not applicable as the mill opted for Mass Balance Module.	Not Applicable
3.8.16	Registration of Transactions 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. 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.	Sampled the shipping announcement as below: a) Transaction ID: TR-e64835d3-2c6b, Date of Bill of Lading: 19/12/2020, created on 30/01/2021 and confirmed on 04/02/2021 for 143.68 MT of CSPK Announcement was made within 3 months.	Complied
3.8.17	Claims 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.	FGV does not make any claim for RSPO trademark in Besout POM as verified in the weighbridge ticket and the company's website.	Complied
General corporate communications			
4.1	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.	No off-product claim made by Besout POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).	Complied
4.2	In corporate communications a member is allowed to: a. Display its RSPO membership status	No off-product claim made by Besout POM as to date.	Complied

	<p>b. Display the RSPO web address (www.rspo.org)</p> <p>c. State that the member supports the work of the RSPO</p> <p>d. State the member’s history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p> <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>					
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.	No off-product claim made by Besout POM as to date.	Complied			
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.	No off-product claim made by Besout POM as to date.	Complied			
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 evidence of RSPO corporate logo used by Besout POM as verified through documentations and websites.	Complied			
Business to business communications						
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 was done to the next supply chain buyer as per shipping/transport documentation and sales contract.	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.	<p>The RSPO SCCS requirement was adhere by the mill. Reviewed and verified the samples weighbridge ticket as follows:</p> <table border="1" data-bbox="1144 1230 1928 1361"> <tr> <td>Buyer: KCP Pandamaran</td> </tr> <tr> <td>Transporter: Felda Transport Services Sdn Bhd</td> </tr> <tr> <td>Contract no.: RSPG4746D</td> </tr> </table>	Buyer: KCP Pandamaran	Transporter: Felda Transport Services Sdn Bhd	Contract no.: RSPG4746D	Complied
Buyer: KCP Pandamaran						
Transporter: Felda Transport Services Sdn Bhd						
Contract no.: RSPG4746D						

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>Product: PK (RSPO SCC – Mass Balance)</p> <p>Ticket Number: L00001826/2020, L00001824/2020, L00001821/2020</p> <p>Nett Weight: 42.75 MT, 40.66 MT, 43.54 MT</p> <p>RSPO Cert Number: RSPO 682927</p>	
5.3	<p>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:</p> <p>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.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>Besout POM is not under distributor or wholesaler category. Thus, this requirement is not applicable</p>	Not Applicable
Business to consumer communication			
6.1	<p>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.</p>	<p>No business to consumer communication on product specific claim made Besout POM and only producing crude and unfinished product. This is not applicable for Besout POM.</p>	Not Applicable
6.2	<p>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.</p>	<p>No business to consumer communication on product specific claim made Besout POM and only producing crude and unfinished product. This is not applicable for Besout POM.</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

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 Besout POM and only producing crude and unfinished product. This is not applicable for Besout 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 Besout POM and only producing crude and unfinished product. This is not applicable for Besout 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 Besout POM and only producing crude and unfinished product. This is not applicable for Besout 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 Besout POM and only producing crude and unfinished product. This is not applicable for Besout 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 Besout POM and only producing crude and unfinished product. This is not applicable for Besout POM.	Not Applicable
6.8	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	No business to consumer communication on product specific claim made Besout POM and only producing crude and unfinished product. This is not applicable for Besout POM.	Not Applicable

	applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org .		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable
	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.	Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. 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. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. 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). 	Besout POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable

	<ul style="list-style-type: none"> 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 & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [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. 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. <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"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Besout POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>Not Applicable</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company respect human rights by uphold international human rights principle and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and</p>	<p>Complied</p>

	- Critical (Major) compliance -	territories in which FGV Group operates. FGV is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate. Briefing of the policy was conducted on 20/01/2021 in Besout POM to the contractors and the workers.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	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.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	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. 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. Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	The procedure has been briefed to the contractors on 23/10/2020, 15/10/2020 to the workers and 07/12/2020 to the settlers in Besout POM and 05/01/2021 to workers in Besout 7 Estate. Interviewed with the stakeholders confirmed that they are understand on the process of complaint and grievances. Besout 7 Estate has issued memo dated 10/01/2020 to inform stakeholders regarding the method of complaints can be reported.	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

<p>4.2.3</p>	<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>Besout POM has implemented Complaint Book and Housing Defect Form to allow the stakeholders to lodge complaint. Sampled the complaint as below:</p> <ol style="list-style-type: none"> 1. Issue: One of the settlers was unsatisfied with the closure of mill during lunch time. Action Taken: The management has instructed the weighbridge operator to take turn for lunch time to ensure the receiving of FFB not effected. Interviewed with one of the FFB supplier confirmed that the mill is operates as usual during lunch time. <p><i>Reviewed the Laporan Kerosakan Rumah Kakitangan complaints, House No.: H04 reported on 18/02/2020 for broken toilet door and House No.: HD-3 reported on 15/04/2019 found that the complaint was only resolved on 10/11/2020 and 06/11/2020. The complaints were not resolved in the timeline as per the SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. Thus, a minor non-conformance was raised.</i></p> <p>Besout 7 Estate has implemented Complaint Book and Records Grievances & Complaint. Reviewed the records of complaints found that the repairing work was carried out by contractor. Evidence of the outcome was sighted.</p> <p>Besout 6 Estate implemented Complaint Book and records of complaint were sighted. Sampled the complaint as below:</p> <ol style="list-style-type: none"> 1. Issue: Broken roof in Asrama E dated 12/08/2020 	<p>Non-compliance</p>
--------------	--	---	-----------------------

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		Action taken: Repaired work was carried out and seen the invoice# 1453 dated 05/10/2020 for the repaired work done. The complainant has acknowledged on the action taken.	
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 dated 01/06/2016, under clause 7.1.4 (4 th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to <i>Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia</i> or <i>Panel Aduan Persijilan Kelestarian</i> (RSPO or MSPO) as a solution.	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	The mill has made contribution to the local communities such as collection for donation for the family of deceased worker. Besides, job opportunities were provided to the local communities. Besout 7 Estate has provided free transport to send the children of the workers to school. Besides, the management will responded and provided assistance to requests from the stakeholder when deemed necessary.	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -	The land for Besout POM is belong to Felde Palm Industries Sdn Bhd and seen the land title# 10962, Lot PT: PT 3814, Area: 82,000-per square meter. There was a land lease agreement between Felde and state of Perak dated 29/07/1978 for the development of land in Besout for a leased period of 99 years.	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders	Complied

		reported during the time of audit through interviewed with the settlers.	
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 -	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.	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 -	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.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	No issues 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.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	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.	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	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.	Complied

	- Minor compliance -		
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	No issues 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.	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	No issues 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.	Complied
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples.</p>	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied

	Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -		
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within Besout 6 Estate and Besout 7 Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.	Complied

<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has 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.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>SOP as indicator 4.6.1.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>No 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 neighbouring stakeholders.</p>	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>No 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 neighbouring stakeholders.</p>	Complied
<p>Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			

4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p>	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>SOP as indicator 4.7.1.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the Besout Certification Unit at the time of audit. The lands are belonged to <i>Lembaga Kemajuan Tanah Persekutuan</i> via verified with the land titles. Interview with the stakeholders confirmed that no encroachment of land by certification unit. No changes from previous report.</p>	Complied
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties</p>	<p>No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders</p>	Complied

	involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	reported during the time of audit through interviewed with the settlers.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	No 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.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	No 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.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous FFB prices available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will updated the daily FFB prices to the mill on daily basis. Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices dated 27/01/2021 – 01/02/2021 and FFB prices report for the month of January 2021.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	The certification units explain the FFB pricing to the FFB supplier in the FFB Purchase Offer letter under section 1: Purchase Term and section 2: Price Calculation Formula. Sighted the FFB Purchasing	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>contract Agreement between Besout POM and FFB supplier as follows:</p> <ol style="list-style-type: none"> 1. Pantas Asli Enterprise. Ref. letter no. (01)FGVTSB/FFBPD/91511 2. Sawit Station Sdn. Bhd. Ref. letter no. (01)FGVTSB/FFBPD/92201 3. PKEINPk Sdn. Bhd. (Ladang MAIPk Sungkai). Ref. letter no. (01)FGVTSB/FFBPD/92019 <p>Additionally, the FFB prices explanation made normally through meeting e.g. Meeting with smallholders and suppliers.</p>	
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -</p>	<p>Fair pricing calculated based on daily price declared by MPOB (OER 20%) awarded to suppliers including smallholders as specified in the FFB Purchasing Agreements under section 2: Price Calculation Formula.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -</p>	<p>Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company’s website http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party. Sighted the contract for FFB suppliers as follows:</p> <ol style="list-style-type: none"> 1. Pantas Asli Enterprise. Ref. letter no. (01)FGVTSB/FFBPD/91511 	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>2. Sawit Station Sdn. Bhd. Ref. letter no. (01)FGVTSB/FFBPD/92201</p> <p>3. PKEINPk Sdn. Bhd. (Ladang MAIPk Sungkai). Ref. letter no. (01)FGVTSB/FFBPD/92019</p>											
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts w a s fair, legal and transparent and agreed payments were made in timely manner.</p>	Complied										
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts w a s fair, legal and transparent and agreed payments w e r e made in timely manner.</p> <p>Reviewed the payment records as follows:</p> <p>1. Payment dated 03/11/2020</p> <table border="1" data-bbox="1137 898 1928 1161"> <tr> <td>Supplier</td> <td>SAP no</td> </tr> <tr> <td>Kumarcsah A/L Athiyappan</td> <td>340079375</td> </tr> <tr> <td>Baktimas Bina Sd. Bhd.</td> <td>340079363</td> </tr> <tr> <td>Sawit Station Sdn. Bhd.</td> <td>340079380</td> </tr> </table> <p>2. Payment dated 22/12/2020</p> <table border="1" data-bbox="1137 1275 1928 1339"> <tr> <td>Supplier</td> <td>SAP no</td> </tr> </table>	Supplier	SAP no	Kumarcsah A/L Athiyappan	340079375	Baktimas Bina Sd. Bhd.	340079363	Sawit Station Sdn. Bhd.	340079380	Supplier	SAP no	Complied
Supplier	SAP no												
Kumarcsah A/L Athiyappan	340079375												
Baktimas Bina Sd. Bhd.	340079363												
Sawit Station Sdn. Bhd.	340079380												
Supplier	SAP no												

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>Pantas Asli Sdn Bhd</td> <td>340086862</td> </tr> <tr> <td>PKEINPk Sdn. Bhd.</td> <td>340086859</td> </tr> <tr> <td>Amson Sdn. Bhd.</td> <td>340086861</td> </tr> </table>	Pantas Asli Sdn Bhd	340086862	PKEINPk Sdn. Bhd.	340086859	Amson Sdn. Bhd.	340086861	
Pantas Asli Sdn Bhd	340086862								
PKEINPk Sdn. Bhd.	340086859								
Amson Sdn. Bhd.	340086861								
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>Besout POM weighbridge was verified as per sighted records of latest calibration by Metrology Corporation Malaysia Sdn. Bhd. Refer Weighbridge calibration serial no. B547737288 with safety sticker no. DE18 002517 conducted on 20/01/2021.</p>	Complied						
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>Besout POM and supply Base does not deal with the independent smallholders directly but rather with the management agencies such as Felda Technoplant and Felda.</p>	Complied						
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, rev. no. 2 dated 1/4/2019 is available. This procedure is applicable to all employees and stakeholders who wish to lodge a complaint or grievance. The procedure also provides a mechanism for addressing complaints received, and accords protection and confidentiality to complainants. The complaints will be solved on 14 days (first stage), 14 days (second stage) and 14 days (third stage). Apart from that, FGV also has the FGV Whistleblowing Policy, (policy number FGV/GGD/POL.001 revision 6 dated 28/05/2018) to protect the complainant.</p>	Complied						

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		Policies were communicated too to all Besout POM Certification unit stakeholders meeting and Joint Consultative Committee meeting.	
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	<p>There were series of meetings held by the management among others dialogue and discussion shown below:</p> <ul style="list-style-type: none"> a) 03/09/2020 - <i>Perbincangan Isu BTS Peneroka DiJual Ke Pembekal Luar</i> b) 04/03/2020 - Field Day Grading BTS Zone Besout c) 14/07/2020 - <i>J/Kuasa Permuafakatan Produktiviti & Kualiti</i> - 15 participants. d) 02/11/2020 <i>Kawalan Pemantauan BTS Gugusan FELDA Besout.</i> e) 12/11/2020 - <i>Peruntukan JPPK Aktiviti Kompleks Gugusan Besout.</i> <p>Issues discussed among others covered the following:</p> <ul style="list-style-type: none"> i. RSPO/MSPO certification and requirement. ii. to prevent the FFB sold from smallholder to dealer where smallholder has to sell the FFB directly to the mill itself. iii. Crop quality / current OER, grading report. iv. finance report, etc. v. Provide job opportunity to the smallholders. vi. Road maintenance for field roads. vii. Provide machinery assistance to facilitate the work of smallholders based on FGV capabilities. 	Not Applicable
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	Base on the meetings as in 5.2.1, all the issues raised and required by the smallholders were discussed regularly in terms of FFB productivity, quality, finance, etc. There is no interested	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	<p>competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>smallholders with RSPO certification so far. Based on the discussion made during the sessions below:</p> <p>a) 03/09/2020 - <i>Perbincangan Isu BTS Peneroka Dijual Ke Pembekal Luar</i></p> <p>b) 04/03/2020 - Field Day Grading BTS Zon Besout</p> <p>c) 14/07/2020 - <i>J/Kuasa Permuafakatan Produktiviti & Kualiti</i> - 15 participants.</p> <p>d) 02/11/2020 <i>Kawalan Pemantauan BTS Gugusan FELDA Besout.</i></p> <p>e) 12/11/2020 - <i>Peruntukan JPPK Aktiviti Kompleks Gugusan Besout.</i></p> <p>The management is commitment to sustainable business which covers the initiative to assist the smallholders in conforming the RSPO & MSPO standard and complying the legal requirements.</p>	
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>This indicator is not applicable to Besout POM as Felda smallholders (Scheme Smallholders) are supported by Felda while independent small holders are supported by MPOB.</p> <p>The scheme smallholders for Besout POM were managed by FELDA. The mill communicate and promote the legality of the FFB production during <i>Jawatankuasa Permuafakatan Produktiviti Dan Kualiti</i> (Productivity And Quality Assurance Committee) as sighted in the session detailed in 5.2.1 above.</p>	Not Applicable
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>This indicator is not applicable to Besout POM as Felda smallholders (Scheme Smallholders) are supported by Felda while independent small holders are supported by MPOB.</p> <p>The scheme smallholders for Besout POM were managed by FELDA. Training will be provided by the scheme smallholder's management. However, the estates visited continue to share the knowledge with the smallholders by collaboration during training. Sighted the</p>	Not Applicable

		sampled training conducted as follows: i. Spraying and harvesting training collaboration with smallholders Felda Besout 4 dated 30/1/2020	
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	This indicator is not applicable to Besout POM as Felda smallholders (Scheme Smallholders) are supported by Felda while independent small holders are supported by MPOB. The management of the certification unit shall regularly review the progress as mentioned in 5.2.2 above.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interview and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee imposed to foreign workers. Please refer to indicator 6.6.1 for more detail assessment.	Complied
6.1.3	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.	Employment procedure was established, and details refer to indicator 3.5.1 and 3.5.2. Besides, Collective Agreement (valid from 01/01/2019 to 31/12/2021) has clearly mentioned the criteria of	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	- Minor compliance -	promotion based on the capability, qualification and performance of interview of the candidates.	
6.1.4	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. - Minor compliance -	Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. Pregnant worker will still be offered to continue work in office or light work. This is confirmed through the interview session with Gender Committee member.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Gender Committee was established in Besout POM, Besout 6 Estate and Besout 7 Estate. and meeting was conducted. The function of the committee is to handle any issue related to sexual harassment and violence and the reproductive rights of the female in mill and estate. The last meeting was conducted on 05/01/2021. Procedure of the complaint was briefed during the meeting. There was no case reported during the meeting.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The female workers employed in FGV are local Malaysian. Female workers employed are office clerk and caretaker for the housing. Reviewed payslips in Besout POM, Besout 7 Estate and Besout 6 Estate 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. This has verified through interviewed with both the male and female workers.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	FGV Palm Industries Sdn Bhd has sign the Collective Agreement with <i>Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung</i> which valid from 01/01/2019 to 31/12/2021 and FGV Plantations (Malaysia) Sdn Bhd has signed Collective Agreement <i>Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd</i>	Complied

		<p><i>Semenanjung</i> which valid from 01/01/2019 to 31/12/2021. Details such as promotion, notice period, resignation, annual leave and overtime were outlined in the agreement. Sample of workers agreement are reviewed, and the agreements are signed in Bahasa Malaysia and the local language of the foreign workers.</p> <p>Interview with workers confirmed that they have signed the agreement in home country and arrival to Malaysia. The content of agreement and Collective Agreement was briefed to them. They are understood on the terms in the agreement.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Sample of workers agreement are reviewed, and the agreements are signed in their local language (i.e. Hindi, Bahasa Malaysia/Indonesia).</p> <p>Please refer to indicator 6.6.1 for more details.</p>	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>35 samples for checkroll workers and contractor’s workers in various operations including harvester, field workers and general workers were verified. Overtime count was appropriate, and deduction was deducted fairly following the agreement and approval from the Department of Human Resource. The workers have the public holiday entitlement as per the employment contract and legal requirements.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the</p>	<p>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying house. Water and electricity are connected to the national supply and grid. Water usage is subsidized by the company and these conditions are stated in the collective agreement. Interview</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	<p>upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>with workers confirms that there is no issue related to the payment of water and electricity.</p> <p>The mill and estates are located in the Felda township, any medical attention needed will be referred to government clinic or Panel Clinic.</p> <p>Linesite inspection was conducted once a week by Besout POM. Reviewed the records of weekly inspection of housing.</p> <p>Linesite inspection was carried out on weekly basis in Besout 7 Estate. Seen the records of the inspection where the inspection was done by the RSPO Coordinator. Issues found and action taken were recorded in the checklist.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p>	<p>Besout Complex has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Sampled the prevailing wages for benefit of Housing – RM 288.59 for local workers in mill, RM 289.08 for local workers in estate and RM 289.08 for foreign workers in estate. & Sport & Recreations is RM 81.50 for both local and foreign workers. Healthcare (transportation costs + medical) also provided to the workers for RM 163.35 for local workers in mill, RM 143.02 for local workers and foreign workers in estate. The prevailing wages is more than the Minimum Wage Order 2020.</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	<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"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment 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>There are no casual workers hire in Besout POM, Besout 7 Estate and Besout 6 Estate. All the employees are permanent employee. Sorters in POM and FFB Lorry Driver in estates was carried out by contractors where the workers are permanent.</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	- Minor compliance -		
Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV recognizes and respects employees' rights to freedom of association and to collective bargaining. Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate.</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>Union was established in Besout POM and meeting was held to discuss workers' welfare issue. The last meeting was conducted on 05/11/2020 and meeting minutes was sighted. Issues were raised during the meeting with response from the management immediately during the meeting. However, there was no management plan/ action plan develop to identify the action to be taken and status of the issue. Refer to NC Ref. No.: 2016202-202102-M1.</p> <p>There was Workers' Committee established in Besout 7 Estate and meeting was conducted 16/11/2020. The committee consists of representatives from Indonesia, Bangladesh, Malaysia, India and one representative of female worker. There were issues raised during the meeting. However, there was no management plan/ action plan develop to identify the action to be taken and status of the issues. Refer to NC Ref. No.: 2016202-202102-M1.</p> <p>Workers' Welfare Committee was established in Besout 6 Estate and last meeting was conducted on 19/02/2020 with the representatives from Bangladesh, Indonesia, India and Malaysia. However, there was no management plan/ action plan develop to identify the action</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		to be taken and status of the issues. Refer to NC Ref. No.: 2016202-202102-M1.	
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Interviewed with the Secretary of Workers’ Association in Besout POM confirmed that the election was carried out by the workers without any interference from the management.</p> <p>The representatives for the committee were elected among the workers without the involvement of the management. Records of election were sighted. The election was conducted on 01/11/2020.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company commits to employ only persons of the age of 18 and above and they recognize the Malaysia laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15. Besides, the contractors have signed on the Supplier Code of Conduct where the specific clause is available. Refer to Indicator 2.2.3. Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate. Briefing of the policy was conducted on 20/01/2021 in Besout POM to the contractors and the workers.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Refer to Indicator 6.4.1.</p> <p>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 Labour Employment Report found that no child labour was employed.</p>	Complied

6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Verification on the passport details, identity card details and Labour Employment Report confirmed there is no young person employed or found during this assessment.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The management has communicated the Group Sustainability Policy and Supplier Code of Conduct (SCOC) to the third party, FFB suppliers and local communities. Briefing of the policy was conducted on 20/01/2021 in Besout POM and 05/01/2021 in Besout 6 Estate to the contractors and the workers.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and signity. Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. Briefing of the policy was conducted on 05/01/2021 in Besout POM, 05/01/2021 in Besout 7 Estate and 30/01/2021 in Besout 6 Estate.</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>Assessment of new mother’s needs was conducted on 12/11/2020 in Besout POM where there was a new mother in the mill. Questionnaire was done to identify their needs as a new mother. Her needs as new mother is to have additional time for her to breast-feed for her child. The management has agreed on this request as shown in the action plan. This has been verified through interviewed with the new mother.</p> <p>Besout 6 Estate has conducted new mother assessment on 18/12/2020 for 3 new mothers in the estate. The needs of the new mother were outlined in the Borang Kaji Selidik Keperluan Ibu Baru.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>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 & Masyarakat)</i> through 15999/ SUHAKAM/ <i>Jabatan Tenaga Kerja Semanjung Malaysia</i>. The management will protect the identity of the complainant if they wish not to reveal.</p>	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. 	<p>Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport. FGV will bare all recruitment fees such as medical, transportation from airport to Malaysia, visa as stated in the Communications Pack which will briefed to the candidates during</p>	Complied

	<ul style="list-style-type: none"> • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>pre-employment process in home country and agreement with the agent in source country. Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution. Overtime is based on request of workers and as per FGV's policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955. there is no debt and wages withholding through interviewed with the workers. The workers can terminate the contract with 30 days of notice period without any penalty of termination.</p> <p>Interviewed with the foreign workers in Besout 7 Estate confirmed that they kept the passport by themselves unless when there is a need to renew the permit. They informed that there was no contract substitution reported where the terms and conditions agreed in their home country are similar with the actual situation in Malaysia.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group 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 necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers. Interviewed with the new workers employed confirmed that they were treated equally, signed agreement in home country where the terms and conditions are</p>	Complied

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

		<p>identical without any contract substitution, provide decent living conditions and induction training during their arrival in One-Stop Centre. Seen the records of induction training conducted in Besout 7 Estate for the new batch arrival of foreign workers on 06/03/2020. The induction training has briefed on the employment contract, minimum wages, living culture in community, safety for work and facilities and benefits provided by the company. Interviewed with the workers confirmed that the training was provided.</p> <p>Interviewed with workers employed on March 2020 in Besout 7 Estate informed that they have paid 50,000 – 90,000 India Rupee, and 5 million Rupiah to the agent/ sub-agent for medical, passport and transportation cost from airport in home country to Malaysia. As explained by the representative of JTK from FGV, they have 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. Besides, the candidates were briefed on the "Communication Pack" during the pre-employment process. The contents of communication pack are such as working terms and conditions and cost to be borne by the company and employees. Seen the presentation slides that presented to the candidates in home country and this has confirmed with the workers. Besides, the company has taken initiative to carry out Foreign Labour Recruitment Verification Audit to ensure the compliance of the agents. The representatives from Sustainability Compliance & Certification Enforcement – Group Sustainability Division have conducted the audit on 5 – 7/11/2019 to the agents in Indonesia. Findings were raised, and action plan was developed accordingly. FGV has planned to conduct the audit in India. However, due to outbreak of Covid-19 pandemic and travel</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>restriction, the plan has been postponed. In additional, FGV has conducted briefing on the Communication Packs and the company's policies to agents engaged by FGV on 10 – 12/10/2020 (Agents of India) and 16/10/2020 (Agents of Indonesia). Furthermore, FGV will implementing Employee Declaration Form where the workers must fill in the Declaration Form before they depart to Malaysia and this have to be signed by the agents as well.</p>							
<p>Criterion 6.7: 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>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded. - Critical (Major) compliance -</p>	<p>FGVPISB has appointed the Mill Manager as responsible person and chairman for safety and health committee as per QOHSE Manual Procedure FPI/L2/QOSHE 4.0. The Mill/Estate Manager has appointed as OSH Committee chairman as per appointment letter dated 01/01/2020 by the Leader of Zone. The Mill/Estate manager has appointed the Asst. Mill/Estate Manager as person responsible for safety and health cum secretary for safety and health committee. The mill management has appointed several staff and workers as OSH Committee.</p> <p>All safety, health and welfare issue been discussed during OSH committee meeting such as accident report from other group mill. The meeting was on quarterly basis. Reviewed the minutes meeting for OSH committee for FY 2020.</p> <p>Besout POM:</p> <table border="1" data-bbox="1137 1165 1615 1361"> <thead> <tr> <th>Meeting</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1st quarter 2020</td> <td>12/02/2020</td> </tr> <tr> <td>2nd quarter 2020</td> <td>12/06/2020</td> </tr> </tbody> </table>	Meeting	Date	1 st quarter 2020	12/02/2020	2 nd quarter 2020	12/06/2020	<p>Complied</p>
Meeting	Date								
1 st quarter 2020	12/02/2020								
2 nd quarter 2020	12/06/2020								

		3 rd quarter 2020	01/10/2020		
		4 th quarter 2020	24/12/2020		
		Besout 7 Estate:			
		Meeting	Date		
		1 st quarter 2020	20/02/2020		
		2 nd quarter 2020	19/05/2020		
		3 rd quarter 2020	18/08/2020		
		4 th quarter 2020	17/11/2020		
		Besout 6 Estate:			
		Meeting	Date		
		1 st quarter 2020	19/02/2020		
		2 nd quarter 2020	20/05/2020		
		3 rd quarter 2020	26/08/2020		
		4 th quarter 2020	18/11/2020		

<p>6.7.2</p>	<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>FGV has established emergency procedures and documented in Emergency Preparedness and Response in QOSHE Manual Procedure document no. FPI/L2/QOSHE-14.0. In the procedure stated emergency procedure on fire, minor and major accident and chemical spillage.</p> <p>For accident investigation, FGV has established procedure and documented in Complaints, Nonconformity, Incidents Investigation and Corrective Action in QOSHE Manual Procedure document no. FPI/L2/QOSHE-22.0 under subsection 6.4 handling accident cases.</p> <p>The SOP established were communicated through training, briefing and displayed on notice board at several placed in the operating units.</p> <p>Besout POM:</p> <p>The mill conducted the accident investigation as per SOP established. Reviewed the accident investigation minutes meeting and JKKP 6 form submitted to DOSH for accident occur on 12/10/2020 at thresher station.</p> <p>The mill has provided first aid kit at strategic places at the mill and appointed competent first aider. Noted during interview, the person responsible for the first aider understand the basic treatment for first aid. Latest first aid training was conducted on 29/01/2020.</p> <p>Besout 7 Estate:</p> <p>The estate has conducted the accident investigation for all accident occur in FY 2020. Sighted the investigation records for accident in harvesting operation on 08/06/2020 and 06/10/2020.</p> <p>The estate has appointed field mandore as first aider in the estate and provided with first aid kit. Noted during site visit, the items in</p>	<p>Complied</p>
--------------	--	--	-----------------

		<p>first aid kit were adequate. The understanding of the field mandore on the basic first aid treatment were satisfactory.</p> <p>Besout 6 Estate:</p> <p>FY 2020, 2 accidents occur in pruning operation on 12/01/2020 and harvesting operation on 07/11/2020. Accident investigation was conducted on 15/01/2020 and 13/11/2020 respectively for both accident.</p> <p>The estate has appointed field mandore as first aider in the estate and provided with first aid kit. Noted during site visit, the items in first aid kit were adequate. The understanding of the field mandore on the basic first aid treatment were satisfactory.</p> <p>The estate conducted the first aid box inspection/monitoring on quarterly basis. Reviewed monitoring records for 14 first aid box dated 21/01/2021, 09/10/2020, 07/07/2020, and 03/05/2020.</p>									
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals. Sighted the PPE issuance for employee as follows:</p> <p>Besout POM:</p> <table border="1" data-bbox="1137 1123 1930 1383"> <thead> <tr> <th>Employee ID/ IC no.</th> <th>Latest PPE Issue</th> </tr> </thead> <tbody> <tr> <td>87xxxx-08-5293</td> <td>10/01/2021</td> </tr> <tr> <td>66xxxx-03-5167</td> <td>13/01/2021</td> </tr> <tr> <td>83xxxx-08-3589</td> <td>05/09/2020</td> </tr> </tbody> </table>	Employee ID/ IC no.	Latest PPE Issue	87xxxx-08-5293	10/01/2021	66xxxx-03-5167	13/01/2021	83xxxx-08-3589	05/09/2020	Complied
Employee ID/ IC no.	Latest PPE Issue										
87xxxx-08-5293	10/01/2021										
66xxxx-03-5167	13/01/2021										
83xxxx-08-3589	05/09/2020										

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>Besout 7 Estate:</p> <table border="1"> <thead> <tr> <th>Employee ID/ IC no.</th> <th>Latest PPE Issue</th> </tr> </thead> <tbody> <tr> <td>FW 062010xx</td> <td>02/02/2021</td> </tr> <tr> <td>FW 062009xx</td> <td>02/02/2021</td> </tr> <tr> <td>LW 062002xx</td> <td>04/12/2020</td> </tr> </tbody> </table> <p>Besout 6 Estate:</p> <table border="1"> <thead> <tr> <th>Employee ID/ IC no.</th> <th>Latest PPE Issue</th> </tr> </thead> <tbody> <tr> <td>FW 45509xx</td> <td>01/02/2021</td> </tr> <tr> <td>FW 45510xx</td> <td>01/02/2021</td> </tr> <tr> <td>FW 06401xx</td> <td>01/02/2021</td> </tr> <tr> <td>FW 45509xx</td> <td>01/02/2021</td> </tr> </tbody> </table>	Employee ID/ IC no.	Latest PPE Issue	FW 062010xx	02/02/2021	FW 062009xx	02/02/2021	LW 062002xx	04/12/2020	Employee ID/ IC no.	Latest PPE Issue	FW 45509xx	01/02/2021	FW 45510xx	01/02/2021	FW 06401xx	01/02/2021	FW 45509xx	01/02/2021	
Employee ID/ IC no.	Latest PPE Issue																				
FW 062010xx	02/02/2021																				
FW 062009xx	02/02/2021																				
LW 062002xx	04/12/2020																				
Employee ID/ IC no.	Latest PPE Issue																				
FW 45509xx	01/02/2021																				
FW 45510xx	01/02/2021																				
FW 06401xx	01/02/2021																				
FW 45509xx	01/02/2021																				
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>Medical care is provided to all the employees. Reviewed on workers profile records found that all workers are covered by the accident insurances (SOCSCO).</p> <p>Besout POM:</p> <p>Reviewed the SOCSCO contribution for the month of December 2020 for total of 115 workers as per form 8A amounted RM 7666.80.</p>	Complied																		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>Besout 7 Estate:</p> <p>Reviewed the SOCSO contribution for the month of December 2020 for 195 workers amounted RM 4877.40 and November 2020 for 195 workers amounted RM 3899.00.</p> <p>Besout 6 Estate:</p> <p>Reviewed the SOCSO contribution for the month of December 2020 for 194 workers amounted RM 5983.30 and November 2020 for 194 workers amounted RM 4816.50.</p>	
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>The mill reported the monthly accident records to Regional safety and Health officer on monthly basis. Reviewed the report for the month of December 2020. As to date December 2020, 2 accident cases with 27 LTA was recorded.</p> <p>The mill submitted the records to DOSH using JKPP 8 form through MyKKP system. FY 2020, the submission was done on 02/02/2021.</p> <p>Besout 7 Estate submitted the records to DOSH using JKPP 8 form through MyKKP system. FY 2020, the submission was done on 11/01/2021.</p> <p>FY 2020, 3 accident cases has been occurred with 110 LTA recorded. Besout 6 Estate have submitted the JKPP 8 form through MyKKP system FY 2020 on 12/01/2021.</p>	Complied
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The estates has established IPM plan based on recommendation stated in the Sustainability Manual. Among the plan established:</p> <ol style="list-style-type: none"> 1. Rat attack census 	Complied

		<ol style="list-style-type: none"> 2. Rat baiting application 3. Barn owl box census 4. New installation/ replacement of barn owl box 5. Planting of beneficial plant 6. Leaf eating pest census 7. Leaf eating pest SOP training 8. Leaf eating pest treatment 9. Ganoderma census 10. Ganoderma sanitation program <p>Sighted the implementation of the management plan as follows:</p> <p>Besout 7 Estate:</p> <ol style="list-style-type: none"> 1. The estate experience bagworm attack in 2020. The estate has conducted bagworm census dated 13/12/2020 – 25/01/2021. 2. The estate conducted barn owl census on quarterly basis. Sighted the census records FY 2020 conducted in March 2020, June 2020, September 2020 and December 2020. 3. The estate conducted rat baiting at twice round per year. FY 2020, rat baiting was conducted on May 2020 and September 2020. <p>Besout 6 Estate:</p> <ol style="list-style-type: none"> 1. The estate conducted the barn owl census on quarterly basis. Sighted the records FY 2020 conducted in the month of December, August 2020 and April 2020. 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		2. The estate conducted rat attack census on quarterly basis. sighted the monitoring records dated 11/12/2020 and 25/09/2020.									
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	There were no species referenced in the Global invasive Species database and CABI.org sighted within the estate and POM premises.	Complied								
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There is no use of fire for pest control in the estates.	Complied								
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.											
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification for all pesticide usage were available under the Sustainability Manual 1A, under Document: MLSL (Ed.2)-Sec.4 (2.0) dated 01/06/2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical as per below sample:- <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>CATEGORY</th> <th>CHEMICAL TYPE</th> </tr> </thead> <tbody> <tr> <td>Impreta cylindrical (Lalang), Pennisetum polystachyon</td> <td>Glyphosate</td> </tr> <tr> <td>Mikania micranta, Hedyotis</td> <td>2, 4 D Amine</td> </tr> <tr> <td>Memordica charantia</td> <td>Glyphosate + Metsulfuron-methyl</td> </tr> </tbody> </table>	CATEGORY	CHEMICAL TYPE	Impreta cylindrical (Lalang), Pennisetum polystachyon	Glyphosate	Mikania micranta, Hedyotis	2, 4 D Amine	Memordica charantia	Glyphosate + Metsulfuron-methyl	Complied
CATEGORY	CHEMICAL TYPE										
Impreta cylindrical (Lalang), Pennisetum polystachyon	Glyphosate										
Mikania micranta, Hedyotis	2, 4 D Amine										
Memordica charantia	Glyphosate + Metsulfuron-methyl										

		Melastoma malabthricum	Metsulfuron0methyl (Ally) + 'surfactant'																					
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The estate monitor the usage of pesticides on monthly basis. Reviewed the monitoring reports as follows:</p> <p>Besout 7 Estate:</p> <table border="1" data-bbox="1137 643 1928 1236"> <thead> <tr> <th>Active Ingredients (A.I)</th> <th>Unit/ha</th> </tr> </thead> <tbody> <tr> <td>Glyphosate Isopropyamine 41%</td> <td>3.54 L/ha</td> </tr> <tr> <td>Sodium Cholorate</td> <td>0.64 L/ha</td> </tr> <tr> <td>Metsulforon-methyl 20%</td> <td>82.69 g/ha</td> </tr> <tr> <td>Tricalon botoxytethyl ester 32.1%</td> <td>0.99 L/ha</td> </tr> <tr> <td>Glufosinate ammonium</td> <td>2.67 L/ha</td> </tr> <tr> <td>Cyphermethrin</td> <td>2.10 L/ha</td> </tr> <tr> <td>Acephate 97%</td> <td>2.75 kg/ha</td> </tr> </tbody> </table> <p>Besout 6 Estate:</p> <table border="1" data-bbox="1137 1300 1928 1364"> <thead> <tr> <th>Active Ingredients (A.I)</th> <th>Unit/ha</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>		Active Ingredients (A.I)	Unit/ha	Glyphosate Isopropyamine 41%	3.54 L/ha	Sodium Cholorate	0.64 L/ha	Metsulforon-methyl 20%	82.69 g/ha	Tricalon botoxytethyl ester 32.1%	0.99 L/ha	Glufosinate ammonium	2.67 L/ha	Cyphermethrin	2.10 L/ha	Acephate 97%	2.75 kg/ha	Active Ingredients (A.I)	Unit/ha			Complied
Active Ingredients (A.I)	Unit/ha																							
Glyphosate Isopropyamine 41%	3.54 L/ha																							
Sodium Cholorate	0.64 L/ha																							
Metsulforon-methyl 20%	82.69 g/ha																							
Tricalon botoxytethyl ester 32.1%	0.99 L/ha																							
Glufosinate ammonium	2.67 L/ha																							
Cyphermethrin	2.10 L/ha																							
Acephate 97%	2.75 kg/ha																							
Active Ingredients (A.I)	Unit/ha																							

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>Glyphosate 41% Isopropyamine</td> <td>0.843 L/Ha</td> </tr> <tr> <td>Sodium Cholorate</td> <td>2.95 L/Ha</td> </tr> <tr> <td>Metsulforon-methyl 20%</td> <td>0.236 kg/Ha</td> </tr> <tr> <td>Tricalon botoxytethyl ester 32.1%</td> <td>4.069 L/Ha</td> </tr> <tr> <td>Glufosinate ammonium</td> <td>3.648 L/Ha</td> </tr> <tr> <td>Cyphermethrin</td> <td>1.013 kg/Ha</td> </tr> <tr> <td>Acephate 97%</td> <td>6.037 kg/Ha</td> </tr> <tr> <td>Fermetation Solids</td> <td>0.161 L/Ha</td> </tr> <tr> <td>Kalium Magnesium Nitrogen fosfor</td> <td>0.063 L/Ha</td> </tr> <tr> <td>Glyphosate potassium</td> <td>3.798 L/Ha</td> </tr> </table>	Glyphosate 41% Isopropyamine	0.843 L/Ha	Sodium Cholorate	2.95 L/Ha	Metsulforon-methyl 20%	0.236 kg/Ha	Tricalon botoxytethyl ester 32.1%	4.069 L/Ha	Glufosinate ammonium	3.648 L/Ha	Cyphermethrin	1.013 kg/Ha	Acephate 97%	6.037 kg/Ha	Fermetation Solids	0.161 L/Ha	Kalium Magnesium Nitrogen fosfor	0.063 L/Ha	Glyphosate potassium	3.798 L/Ha	
Glyphosate 41% Isopropyamine	0.843 L/Ha																						
Sodium Cholorate	2.95 L/Ha																						
Metsulforon-methyl 20%	0.236 kg/Ha																						
Tricalon botoxytethyl ester 32.1%	4.069 L/Ha																						
Glufosinate ammonium	3.648 L/Ha																						
Cyphermethrin	1.013 kg/Ha																						
Acephate 97%	6.037 kg/Ha																						
Fermetation Solids	0.161 L/Ha																						
Kalium Magnesium Nitrogen fosfor	0.063 L/Ha																						
Glyphosate potassium	3.798 L/Ha																						
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates visited has established Chemical usage reduction plan. Among the plan established as follows:</p> <ol style="list-style-type: none"> To use roto slasher as a medium to control grass in the estate. 	Complied																				

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>2. To reduce the spraying round by change the type of chemical usage by using Alion that can reduce the circle spraying round from 3 round per year to 1 round per year.</p> <p>3. To increase the number of beneficial plant as biological control for IPM.</p>	
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	No prophylactic use of pesticide were identified in the estates.	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.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Referred to Memo dated 08/05/ 2017; (27)010810/HQ/JAB.OP.17/ Plantations/AM under the title: Prohibition On Using Paraquat Dichloride. This memo was escalated to all FGV plantation to ensure the prohibition of Paraquat usage as of 08/05/2017, approved by Executive Director.</p> <p>Besout 6 and 7 Estate have eliminated the usage of Monocrotophos (Class 1B) which was previously used for controlling the bagworm outbreaks in the estates. The estate currently has planted more beneficial plants and uses Acephate 97% for the trunk injection purpose as an alternative to Monocrotophos.</p> <p>Both estate has acquired the permit to purchase controlled/limited pesticides from Department of Agricultural.</p>	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6).</p>	<p>Pesticide operators were given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with</p>	Complied

	<p>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>sprayers at the estate. Sampled trainings records as sighted in criteria 3.7.2.</p>													
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations.</p> <p>The store was under lock and key at all times. All chemical issued out from the store must be through the requisition from store clerk.</p> <p>Safety signage were erected at the store area. Safety work procedure were also displayed at the notice board at the chemical store.</p> <p>The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</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 pesticides containers were triple rinsed, holes punched and stored separately in the SW store. Thereafter disposal arrangement will follow accordingly as per procedure in Sustainability Manual procedure ref ML/-1A/L4 2016 and SOP ref HSE/SOP/SW/1. The latest disposal to Besout Recycle Enterprise as follows:</p> <table border="1" data-bbox="1137 1114 1832 1326"> <thead> <tr> <th></th> <th>Estate</th> <th>Date</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Besout 6</td> <td>29/12/2020</td> <td>35 units of empty containers</td> </tr> <tr> <td>2</td> <td>Besout 7</td> <td>05/11/2020</td> <td>29 units of empty containers</td> </tr> </tbody> </table>		Estate	Date	Details	1	Besout 6	29/12/2020	35 units of empty containers	2	Besout 7	05/11/2020	29 units of empty containers	Complied
	Estate	Date	Details												
1	Besout 6	29/12/2020	35 units of empty containers												
2	Besout 7	05/11/2020	29 units of empty containers												

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		No containers being used for other purpose in the estates with the exception that some empty chemical containers were recycled for premixing pesticides for onward delivery to field.	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	No aerial spray conducted at estates visited.	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Both estates visited sent all workers exposed to Organophosphate and Manganese for medical surveillance on annually basis. Reviewed the medical surveillance report for both estate visited.</p> <p>Besout 7 Estate:</p> <p>Latest annual medical surveillance was conducted on 07/08/2020 by registered OHD with reg. no. HQ/19/DOC/00/00456. 44 workers expose with pesticides were sent for surveillance and found fit to work as chemical handlers.</p> <p>Besout 6 Estate:</p> <p>The estate sent the workers expose to Organophosphate and Manganese. Latest surveillance was conducted on 20/07/2020 by registered OHD with reg. no. HQ/19/DOC/00/00456. 50 workers were send for surveillance and found fit to works at existing station.</p>	Complied
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Estates have issued a memo to all female workers dated 02/01/2020 (Bil : (1) E6.2.1) on prohibition of pregnant or breastfeeding women to involve in chemical handling</p> <p>Noted during site visit, signboard on prohibition of pregnant or breastfeeding women to involve in chemical handling operation.</p>	Complied

		<p>During interview with woman storekeeper, the understanding and awareness on the issue was satisfactory.</p> <p>All operating units do not employ workers below the age of 18. This was confirmed based on data in Labour Employment Report.</p>																	
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.																			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Both the mill and estates had identified all wastes and sources of pollution. The Waste Management Action Plan 2021 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below:</p> <table border="1" data-bbox="1137 742 1921 1141"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG.</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down.</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </tbody> </table> <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2021 renewed in Jan 2021. The waste generated from the mill/estates operations as shown below:</p> <table border="1" data-bbox="1164 1300 1908 1337"> <thead> <tr> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>		Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG.	2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down.	3	Land	Scheduled waste, domestic waste and industrial/process waste.	Type of waste	Details			Complied
	Receptor	Sources																	
1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG.																	
2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down.																	
3	Land	Scheduled waste, domestic waste and industrial/process waste.																	
Type of waste	Details																		

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>1</td> <td>Scheduled waste</td> <td>Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>rubbish from the mill/estate complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>Fiber, palm kernel shell, boiler ash, scrap iron</td> </tr> <tr> <td>4</td> <td>Sewage</td> <td>Sewage from housing/office complex</td> </tr> </table> <p>The pollution identified from the mill/estates activities:</p> <table border="1"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Black smoke</td> <td>Emission from Boilers/vehicles/engines</td> </tr> <tr> <td>2</td> <td>Odor & gases</td> <td>Activities from the effluent treatment</td> </tr> <tr> <td>3</td> <td>Leakage of lubricant</td> <td>Storage & vehicle maintenance</td> </tr> </tbody> </table>	1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	rubbish from the mill/estate complex and employees' quarters	3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron	4	Sewage	Sewage from housing/office complex		Type of waste	Details	1	Black smoke	Emission from Boilers/vehicles/engines	2	Odor & gases	Activities from the effluent treatment	3	Leakage of lubricant	Storage & vehicle maintenance	
1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries																									
2	Domestic waste	rubbish from the mill/estate complex and employees' quarters																									
3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron																									
4	Sewage	Sewage from housing/office complex																									
	Type of waste	Details																									
1	Black smoke	Emission from Boilers/vehicles/engines																									
2	Odor & gases	Activities from the effluent treatment																									
3	Leakage of lubricant	Storage & vehicle maintenance																									
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>Both the mill and estates had established SOP for chemical/waste handling. The SOP is available in the following document:</p> <ul style="list-style-type: none"> a) <i>Manual Ladang Sawit Lestari</i> <ul style="list-style-type: none"> - <i>Prosedure Kerja Selamat</i> b) <i>Manual Sustainability</i> <ul style="list-style-type: none"> - <i>Prosedur Kerja Selamat</i> - <i>Prosedur membancuh Racun di PREMIX</i> - <i>Pengendalian Bahan Kimia</i> <p>The Waste Management Plan 2021 has been established prepared by SCCD and verified by the Assistant Engineer/Assistants/Manager. Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p>	Complied																								

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal.

The mill and estates' scheduled waste is disposed to Pentas Flora in Banting for the mill and the estates disposed to Aliran Segar Sdn Bhd. respectively registered with DOE.

Mill	Date	SW 305	SW 306	SW41 0	SW40 9
BPM	31/12/20	1.000	0.320	0.090	0.020
Estate	Date	SW 305	SW 306	SW41 0	SW40 9
BE 6	16/12/20	0.300	-	-	-
BE 7	22/12/20	-	-	0.0565	0.003

Besout 7 Estate despatched the SW via collectively with Besout 6 Estate for a better logistics. Approval letter dated 30/10/2019 from DOE was sighted and verified.

Domestic waste for the operating units was disposed as follows:

		<table border="1" data-bbox="1189 373 1850 572"> <thead> <tr> <th>Unit</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>BPOM</td> <td>Besout 2</td> <td>Collection 1x week</td> </tr> <tr> <td>Besout 06</td> <td>PM01K</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>Besout 07</td> <td>PM09F</td> <td>Collection 2/3x week</td> </tr> </tbody> </table> <p>The landfill sites PM09F and PM01K were equipped with signboard displayed and properly demarcated. The area is sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p>	Unit	Landfill site	Remarks	BPOM	Besout 2	Collection 1x week	Besout 06	PM01K	Collection 2/3 x week	Besout 07	PM09F	Collection 2/3x week	
Unit	Landfill site	Remarks													
BPOM	Besout 2	Collection 1x week													
Besout 06	PM01K	Collection 2/3 x week													
Besout 07	PM09F	Collection 2/3x week													
7.3.3	<p>The unit of certification does not use open fire for waste disposal. - Minor compliance -</p>	<p>FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated 29 May 2019. The compliance are also included in the following guidelines;</p> <ul style="list-style-type: none"> a) <i>Manual Ladang Sawit Lestari</i> <ul style="list-style-type: none"> - <i>Prosedure Kerja Selamat</i> b) <i>Manual Sustainability</i> <ul style="list-style-type: none"> - <i>Prosedur Kerja Selamat</i> - <i>Penyediaan tanah tanam semula</i> <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. The 2 estates had replanting program spanned over the forthcoming years as shown in 3.1.2. There was no evidence that fire had been used to prepare land for replanting in the estates. No fire was used for waste disposal.</p>	Complied												
<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>															

<p>7.4.1</p>	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The CU continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP.</p> <p>a) FGV Agriculture Manual 1998 - Revised in 01/9/2017</p> <ul style="list-style-type: none"> - <i>Manual Ladang Sawit Lestari</i> - <i>Prosedur Kerja Selamat</i> - <i>Manual Sustainability 2016</i> - <i>Prosedur Kerja Selamat</i> - <i>Prosedur membancuh Racun di PREMIX</i> - <i>Pengendalian Bahan Kimia</i> <p>b) Pictorial Safety Standards and Security Guidelines (PSS).</p> <p>c) The management of soil fertility is guided by FGV's "<i>Manual Ladang Sawit Lestari</i>" (<i>Oil Palm Plantation Sustainability Manual</i>), <i>Third Edition (2017)</i>, <i>Section MLSL Section 5.0: Manuring</i>.</p> <p>The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training.</p> <p>The Manuals are kept in the main office for references of employees particularly for the supervisory personnel.</p> <p>The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security.</p> <p>Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of</p>	<p>Complied</p>
--------------	--	--	-----------------

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.																	
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The Internal Agronomist from FGV Agriculture Services Sdn Bhd visited the estate to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.</p> <p>a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</p> <p>b) Foliar analysis reports were then issued to the estate for the program establishment and application. This includes the order of fertilizer and workforce/machine planning.</p> <p>c) The Agronomic assessment and fertilizer recommendation was conducted to formulate the FY2021 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been were carried out in all estates. The latest being:</p> <table border="1" data-bbox="1198 949 1861 1082"> <thead> <tr> <th></th> <th>Estate</th> <th>Report Date</th> <th>Report No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Besout 6</td> <td>20/12/2020</td> <td>FGVPM0455</td> </tr> <tr> <td>2</td> <td>Besout 7</td> <td>01/07/2020</td> <td>FRF20210247</td> </tr> </tbody> </table> <p>d) Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen.</p> <p>e) Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a year cycle basis on different blocks with the recent carried out as follows:</p> <table border="1" data-bbox="1198 1337 1861 1372"> <thead> <tr> <th></th> <th>Estate</th> <th>Report Date</th> <th>Report No</th> </tr> </thead> <tbody> </tbody> </table>		Estate	Report Date	Report No	1	Besout 6	20/12/2020	FGVPM0455	2	Besout 7	01/07/2020	FRF20210247		Estate	Report Date	Report No	Complied
	Estate	Report Date	Report No																
1	Besout 6	20/12/2020	FGVPM0455																
2	Besout 7	01/07/2020	FRF20210247																
	Estate	Report Date	Report No																

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>1</td> <td>Besout 6</td> <td>20/12/2020</td> <td>FGVPM0455</td> </tr> <tr> <td>2</td> <td>Besout 7</td> <td>01/07/2020</td> <td>FRS20210249</td> </tr> </table> <p>All foliar and soil sampling & analysis was conducted by FGV Agri Services stationed in PPPTR Jengka Pahang.</p>	1	Besout 6	20/12/2020	FGVPM0455	2	Besout 7	01/07/2020	FRS20210249									
1	Besout 6	20/12/2020	FGVPM0455																
2	Besout 7	01/07/2020	FRS20210249																
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The following practices are applied in the estate in relation to the nutrient recycling strategy:</p> <ul style="list-style-type: none"> a) EFB application is minimal as the mill has facility of incinerator and external buyer for fuel source. b) Cut frond are stacked in between the palms rows left to discompose. 	Complied																
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p> <ul style="list-style-type: none"> a) Records of programs and applications of fertilizers were reviewed by the auditors. b) Review of the records revealed that the actual fertilizers applied in 2020 was in line with the program. c) The following fertilizers were applied in the estates on recommendation by the Agronomist FGV AS among others; <table border="1"> <thead> <tr> <th></th> <th>Fertiizer</th> <th>Kg/palm</th> <th>application month</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>P Mg Mixture</td> <td>2.50</td> <td>4 x/year</td> </tr> <tr> <td>2</td> <td>NPK Mix</td> <td>2.00-3.00</td> <td>4 x/year</td> </tr> <tr> <td>3</td> <td>FPM 10</td> <td>2.50</td> <td>4 x/year</td> </tr> </tbody> </table>		Fertiizer	Kg/palm	application month	1	P Mg Mixture	2.50	4 x/year	2	NPK Mix	2.00-3.00	4 x/year	3	FPM 10	2.50	4 x/year	Complied
	Fertiizer	Kg/palm	application month																
1	P Mg Mixture	2.50	4 x/year																
2	NPK Mix	2.00-3.00	4 x/year																
3	FPM 10	2.50	4 x/year																

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 20px;">4</td> <td style="width: 100px;">NK 27</td> <td style="width: 50px;">2.00</td> <td style="width: 100px;">4 x/year</td> </tr> <tr> <td>5</td> <td>Compact S K</td> <td>2.50</td> <td>4 x/year</td> </tr> </table> <p>The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section MLSL Section 5.0: Manuring.</p>	4	NK 27	2.00	4 x/year	5	Compact S K	2.50	4 x/year																	
4	NK 27	2.00	4 x/year																								
5	Compact S K	2.50	4 x/year																								
Criterion 7.5: Practices minimise and control erosion and degradation of soils.																											
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no problematic soils (e.g. podzols and acid sulphate soils) in the estates. The soil map is prepared by Unit Komputer (GPS/GIS) from FGV Agricultural Services Sdn Bhd.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Soil type</th> <th>Besout 6 %</th> <th>Besout 7 %</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Local Alluvium</td> <td style="text-align: center;">-</td> <td style="text-align: center;">45</td> </tr> <tr> <td>2</td> <td>Bungor</td> <td style="text-align: center;">58</td> <td style="text-align: center;">35</td> </tr> <tr> <td>3</td> <td>Rasau/Kedah</td> <td style="text-align: center;">2</td> <td style="text-align: center;">20</td> </tr> <tr> <td>4</td> <td>Peat</td> <td style="text-align: center;">40</td> <td style="text-align: center;">-</td> </tr> <tr> <td></td> <td>Total</td> <td style="text-align: center;">100</td> <td style="text-align: center;">100</td> </tr> </tbody> </table>		Soil type	Besout 6 %	Besout 7 %	1	Local Alluvium	-	45	2	Bungor	58	35	3	Rasau/Kedah	2	20	4	Peat	40	-		Total	100	100	Complied
	Soil type	Besout 6 %	Besout 7 %																								
1	Local Alluvium	-	45																								
2	Bungor	58	35																								
3	Rasau/Kedah	2	20																								
4	Peat	40	-																								
	Total	100	100																								
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Like all other FGV Estates, Besout 6 & 7 estates continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes was guided in the Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Ketua</p>	Complied																								

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

		<p>Pegawai Eksekutif Kumpulan dated 05 May 2019. The content of the Policy among others includes the following:</p> <ul style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. d) To avoid pollution / To adopt policy to others. <p>Other guidelines were also shown in the following documents among others:</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>mucuna bracteata</i> had been planted along crucial slopes by management. Large areas with <i>neprolepis biserrata</i> in the inter rows were sighted during the visit. The slope maps were provided by the FELDA Agricultural Services Sdn Bhd) with details as follows:</p> <table border="1" data-bbox="1211 1278 1742 1361"> <tr> <td data-bbox="1211 1278 1429 1361">Topography</td> <td data-bbox="1429 1278 1592 1361">Besout 6 %</td> <td data-bbox="1592 1278 1742 1361">Besout 7 %</td> </tr> </table>	Topography	Besout 6 %	Besout 7 %	
Topography	Besout 6 %	Besout 7 %				

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>1</td> <td><4</td> <td>5</td> <td>59</td> </tr> <tr> <td>2</td> <td>5-12</td> <td>95</td> <td>21</td> </tr> <tr> <td>3</td> <td>>12</td> <td>0</td> <td>12</td> </tr> <tr> <td>4</td> <td>13-25</td> <td>0</td> <td>8</td> </tr> <tr> <td></td> <td>Total</td> <td>100</td> <td>100</td> </tr> </table>	1	<4	5	59	2	5-12	95	21	3	>12	0	12	4	13-25	0	8		Total	100	100	
1	<4	5	59																				
2	5-12	95	21																				
3	>12	0	12																				
4	13-25	0	8																				
	Total	100	100																				
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	This compliance being addressed in the Group Sustainable Policy - "Slope and River Protection" signed by the Ketua Pegawai Eksekutif Kumpulan dated 29 May 2019 stating the following among others; <i>"Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly"</i> .	Complied																				
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.																							
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for both the 2 estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estates The estates had no new planting for the current year and also for the forthcoming 5 years operations.	Complied																				
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied																				
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Soil surveys are made and available in a soil map at both the estates. Topographic contour map are also available which are both	Complied																				

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	- Minor compliance -	used to manage the drainage and road works in the estates. Details as per 7.5.1 and 7.5.2.	
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no new planting or new development in both the estates visited.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	Areas of peatland was documented and available in the estate maps. The total area of peat for Besout 06 estate is 496.92 ha mainly in PM17. The inventory has been reported to RSPO Secretariat as per the RSPO Template dated 10/02/2020. RSPO acknowledged acceptance via email dated 17/02/2020.	Complied
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	The map for subsidence poles and monitoring records were sighted during the visit. Sample of peat subsidence pole was verified in field PM17Y during the field visit. In accordance with its established procedure and programme, the management continues to carry out its best practices in maintaining the water table of the peat areas. The network of drainage system was sighted to be adequate and water table was monitored and maintained at 50 cm from the ground surface at all times by using piezometers, water level markers, construction of bunds, flap gates and sand bag stop bunds. Records of soil subsidence dated 16/12/2020 and 11/01/2021 was sighted and verified. The water level monitoring records dated 18/01/2021 and 29/01/2021 was also verified.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Costal and Peat lands) issued on 01.07.2011. Details are described in 7.8.1. individual estates and mill had their respective	Complied

		<p>water management plan mainly to monitor among others the following;</p> <ul style="list-style-type: none"> a) Bulk of the supply in view of the location are from owned treatment plant / LAP for both mill and estates. b) Monitor the quality of main water inlet/outlet for pollutants from estate's operations. c) Contingency during water shortage/contamination. d) Monitor the usage of fresh water on monthly basis e) Reuse/recycle waste water. 	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>Besout 6 Estate has no plan replanting to be done in the peat areas for the next 5 years as stated in the replanting programme. The present planting age is 4 years old (2017 planting).</p>	Complied
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Besout 6 Estate manages the peat areas using guidance of the following Manual/SOP:</p> <ul style="list-style-type: none"> a) <i>Manual Pengurusan Perladangan FGV;</i> b) <i>Pengurusan Gambut (Peat – SOP (0) dated 15 Mei 2014.</i> c) <i>Manual Pengurusan Tanah Gambut.</i> Among others content therein consists of 	Complied

		<ul style="list-style-type: none"> i. - <i>Pengurusan system pengairan.</i> ii. - <i>Pengurusan paras air di kawasan tanah gambut bagi Ladang Kelapa Sawit</i> iii. - <i>Kaedah Pemasangan Alat Penyukat Paras Air di Parit Pengumpul</i> iv. - <i>Kaedah Pemasangan Alat Penyukat Air di bawah Tanah Gambut (Peizometer)</i> v. - <i>Mengawal Paras Air Di Dalam Parit Pertanian.</i> <p>It was verified during the field visit at PM 17 that the peat subsidence pole were as stated in the peat map. Records were available of peat subsidence monitoring and verified during the visit.</p>	
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>All peat areas are fully planted with oil palm. There are no peat in land conservation or unplanted areas in the estate.</p>	Complied
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <ul style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. <p>- Minor compliance -</p>	<p>The mill water management plan has been established with the recent review made on respectively by the management. Among others the plan therein has emphasized:</p> <ul style="list-style-type: none"> a) rain water harvesting for cleaning purposes, b) water from the reservoir/catchment for the mill operations c) continual training for workers on water efficiency consumption, d) desilting of water reservoir to retain the reservoir optimal capacity. e) The action plan in event of draught/water pollution and 	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

The estates similarly possessed the following water management plan. Among others containing the following initiatives.

	Source	Activity	Threat	Action Plan
1	Reser voir/ pond/ LAP/ Rain	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer zone as non-spraying activities.
2		General Upkeep	Pollution Draught Wastage	Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.
3		Line site	Pollution Draught Wastage	Every house is supplied with containers. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.
4		Drain upkeep	Interrupt ion water flow at	Periodic desilting Building of sand bags at specific points to contain water (weirs)

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

			drainage system.																													
	5		Water pollution	<p>Prohibit workers from activities at water source</p> <p>Drinking water analysis.</p> <p>Monitor condition of septic tank</p> <p>Adhere SW management procedure to avoid pollution caused by SW.</p>																												
<p>Water Management Plan review date was sighted and verified with records as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Estate/Mill</th> <th>Review date</th> <th>Issues</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Besout POM</td> <td>20/01/2021</td> <td>NIL</td> </tr> <tr> <td>2</td> <td>Besout 6 Estate</td> <td>11/01/2021</td> <td>NIL</td> </tr> <tr> <td>3</td> <td>Besout 7 Estate</td> <td>01/01/2021</td> <td>NIL</td> </tr> </tbody> </table> <p>The Mill Identification & Management of Waste Water 2021 among others as summarized below:</p> <table border="1"> <thead> <tr> <th></th> <th>location</th> <th>Waste produced</th> <th>water</th> <th>Treatment/containment</th> <th>Reuse/recycle/disposal method</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Estate/Mill	Review date	Issues	1	Besout POM	20/01/2021	NIL	2	Besout 6 Estate	11/01/2021	NIL	3	Besout 7 Estate	01/01/2021	NIL		location	Waste produced	water	Treatment/containment	Reuse/recycle/disposal method						
	Estate/Mill	Review date	Issues																													
1	Besout POM	20/01/2021	NIL																													
2	Besout 6 Estate	11/01/2021	NIL																													
3	Besout 7 Estate	01/01/2021	NIL																													
	location	Waste produced	water	Treatment/containment	Reuse/recycle/disposal method																											

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		1	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ ETP	Recover into system	
		2	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain	
			Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain	
		3	Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain	
		4	Lab	Cleaning water	Process drain	Monsoon drain	
		5	Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.	
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual					Complied

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

Section 1A/L2 revised dated 01/06/2016. The buffer zones established are as follows:

	River width	Buffer zone
1	>40 meters	50 meters
2	20 - 40 meters	40 meters
3	10 - 20 meters	20 meters
4	5 - 10 meters	10 meters
5	< 5 meters	5 meters

Buffer zones were protected and areas visited for the estate as tabled below;

	Estate	Location	Field no
1	Besout 6	Sg Chawang / Teras	-
2	Besout 7	Sg Erong	PM12H

Variations and action plan were discussed during the quarterly ESH meeting under agenda "*Laporan Kejadian Pencemaran Alam Sekitar*". (Besout 7 Estate dated 18/08/2020 and Besout 6 Estate dated 18/11/2020). Prevention is made especially during the manuring activities. FGV of higher level reviewed the environmental performances during the monthly dated 15/12/2020 EPMC Environmental Performance Monitoring Committee among others discussing the following:

- a) Effluent treatment and performance
- b) Scheduled wastes and others waste management
- c) Clean air monitoring

d) Environmental Programs.

The estates and mill made respective water sampling analysis at identified frequency i.e monthly/annually. Results for the samples as shown below. No major issues were noted/recorded.

<i>Besout 6 /stream water analysis Sg Erong</i>						
	Parameter	unit	Hulu	Hilir	Hulu	Hilir
			18/2/19		18/12/19	
1	PH	-	4.25	4.81	3.66	4.41
2	BOD	mg/L	2	2	2	3
3	COD	mg/L	17	15	19	19
4	T Solids	mg/L	81	55	18	28
5	DO	mg/L	31	74.3	72.6	110
<i>Besout 7 /stream water analysis</i>						
	Parameter	unit	Sg Chawang		Sg Teras	
			28/10/20		28/10/20	
1	PH	-	4.98	5.10	4.29	5.13
2	BOD	mg/L	1	1	1	2
3	COD	mg/L	9	6	8	15

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

			4	T Solids	mg/L	30	24	15	27		
			5	DO	mg/L	5.53	5.03	7.11	6.68		
			<i>Besout Palm Oil Mill Sg Erong Water Analysis</i>								
				Parameter	unit	Hulu	Hilir	Hulu	Hilir		
						29/12/20		23/11/20			
			1	PH	-	7.82	7.92	7.62	7.81		
			2	BOD	mg/L	10	11	10	11		
			3	COD	mg/L	69	73	69	79		
			4	T Solids	mg/L	50	43	61	103		
			5	DO	mg/L	7	4	17	22		
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> <p>- Minor compliance -</p>	<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements.</p> <p>a) No over flow was observed, and flow meter reading was recorded daily. The mill monitoring the effluent and submits to DOE through '<i>Borang Penyata Suku Tahunan</i>'.</p> <p>b) Besout Mill DOE license no 00420 was for water discharge requirement of which is BOD less than 100mg/l.</p> <p>c) The results from final discharge were compliance within the parameter limit.</p>									Complied
				Sample date	Std	Oct	Nov	Dec			
				PH	5.-9.	8.36	8.37	8.72			

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

			<table border="1"> <tr><td>BOD</td><td>100</td><td>25</td><td>24</td><td>23</td></tr> <tr><td>COD</td><td>-</td><td>253</td><td>122</td><td>154</td></tr> <tr><td>Total solids</td><td>5000</td><td>3002</td><td>4006</td><td>2450</td></tr> <tr><td>S Solids</td><td>400</td><td>25</td><td>137</td><td>82</td></tr> <tr><td>Oil & grease</td><td>50</td><td>4</td><td>2</td><td>3</td></tr> <tr><td>A Nitrogen</td><td>150</td><td>7</td><td>11</td><td>5</td></tr> <tr><td>Total N</td><td>200</td><td>18</td><td>17</td><td>29</td></tr> </table>	BOD	100	25	24	23	COD	-	253	122	154	Total solids	5000	3002	4006	2450	S Solids	400	25	137	82	Oil & grease	50	4	2	3	A Nitrogen	150	7	11	5	Total N	200	18	17	29																														
BOD	100	25	24	23																																																																
COD	-	253	122	154																																																																
Total solids	5000	3002	4006	2450																																																																
S Solids	400	25	137	82																																																																
Oil & grease	50	4	2	3																																																																
A Nitrogen	150	7	11	5																																																																
Total N	200	18	17	29																																																																
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2020 of fresh fruit bunches (FFB) below:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Month</th> <th>Water</th> <th>FFB /mt</th> <th>Water /FFB</th> </tr> </thead> <tbody> <tr><td>1</td><td>Jan</td><td>14940</td><td>13070</td><td>1.14</td></tr> <tr><td>2</td><td>Feb</td><td>18140</td><td>15770</td><td>1.15</td></tr> <tr><td>3</td><td>Mac</td><td>19410</td><td>17110</td><td>1.13</td></tr> <tr><td>4</td><td>Apr</td><td>21470</td><td>18680</td><td>1.15</td></tr> <tr><td>5</td><td>May</td><td>19770</td><td>17290</td><td>1.14</td></tr> <tr><td>6</td><td>June</td><td>24210</td><td>21090</td><td>1.15</td></tr> <tr><td>7</td><td>July</td><td>26450</td><td>23050</td><td>1.15</td></tr> <tr><td>8</td><td>Aug</td><td>23670</td><td>29780</td><td>1.14</td></tr> <tr><td>9</td><td>Sept</td><td>19310</td><td>16770</td><td>1.15</td></tr> <tr><td>10</td><td>Oct</td><td>19100</td><td>16720</td><td>1.14</td></tr> <tr><td>11</td><td>Nov</td><td>18710</td><td>16340</td><td>1.15</td></tr> <tr><td>12</td><td>Dec</td><td>17726</td><td>15600</td><td>1.14</td></tr> </tbody> </table>	No	Month	Water	FFB /mt	Water /FFB	1	Jan	14940	13070	1.14	2	Feb	18140	15770	1.15	3	Mac	19410	17110	1.13	4	Apr	21470	18680	1.15	5	May	19770	17290	1.14	6	June	24210	21090	1.15	7	July	26450	23050	1.15	8	Aug	23670	29780	1.14	9	Sept	19310	16770	1.15	10	Oct	19100	16720	1.14	11	Nov	18710	16340	1.15	12	Dec	17726	15600	1.14	Complied
No	Month	Water	FFB /mt	Water /FFB																																																																
1	Jan	14940	13070	1.14																																																																
2	Feb	18140	15770	1.15																																																																
3	Mac	19410	17110	1.13																																																																
4	Apr	21470	18680	1.15																																																																
5	May	19770	17290	1.14																																																																
6	June	24210	21090	1.15																																																																
7	July	26450	23050	1.15																																																																
8	Aug	23670	29780	1.14																																																																
9	Sept	19310	16770	1.15																																																																
10	Oct	19100	16720	1.14																																																																
11	Nov	18710	16340	1.15																																																																
12	Dec	17726	15600	1.14																																																																

		There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc. The base line is 1.20													
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised															
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2021. The document was reviewed/updated on Jan 2021. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">No</th> <th style="width: 15%;">Target</th> <th style="width: 30%;">Objective</th> <th style="width: 50%;">Action plan</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td> <p>To ensure the vehicle engine is turn off during idle time</p> <p>To record vehicle activity which consume fuel</p> </td> </tr> <tr> <td style="text-align: center;">2</td> <td>Van / Supervisory vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td> <p>To record vehicle activity in order to eliminate waste activity which consume fuel.</p> <p>To turn off vehicle engine during idle time.</p> </td> </tr> </tbody> </table>	No	Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	<p>To ensure the vehicle engine is turn off during idle time</p> <p>To record vehicle activity which consume fuel</p>	2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	<p>To record vehicle activity in order to eliminate waste activity which consume fuel.</p> <p>To turn off vehicle engine during idle time.</p>	Complied
No	Target	Objective	Action plan												
1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	<p>To ensure the vehicle engine is turn off during idle time</p> <p>To record vehicle activity which consume fuel</p>												
2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	<p>To record vehicle activity in order to eliminate waste activity which consume fuel.</p> <p>To turn off vehicle engine during idle time.</p>												

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources
---	-------------------	---	----------------------------

The utilization of fossil fuel in 2020 is being monitored with records shown below:

<i>Besout Palm Oil Mill 2020</i>							
Mth	FFB mt	Diesel	D/FFB	Mth	FFB	Diesel	D/FFB
Jan	13070	13055	0.999	July	23050	19267	0.836
Feb	15770	13959	0.885	Aug	29780	21896	1.054
Mac	17110	10089	0.590	Sept	16770	15548	0.927
Apr	18680	11434	0.614	Oct	16720	11189	0.669
May	17290	5712	0.330	Nov	16340	9208	0.564
June	21090	11124	0.558	Dec	15600	11721	0.751

<i>Besout 6 Estate 2020</i>				<i>Besout 7 Estate 2020</i>		
Mth	FFB mt	Diesel	Diesel/FFB	FFB mt	Diesel	Diesel/FFB
Jan	2100	6383	3.04	1092	1157	1.06
Feb	2653	6167	2.32	1280	1603	1.25
Mac	2648	6287	2.37	1397	1287	0.92
Apr	2931	5379	1.83	1377	1249	0.91
May	2596	5281	2.03	1336	2158	1.62
June	2983	4996	1.67	1463	1558	1.06

**RSPO P&C Public Summary Report
Revision 11 (Sept 2020)**

July	3179	5909	1.86	1525	2198	1.44
Aug	3178	5002	1.57	1651	1776	1.08
Sept	2700	5306	1.96	1558	1861	1.19
Oct	2545	5593	2.20	1358	2271	1.67
Nov	2496	5456	2.19	1318	1485	1.13
Dec	2320	8443	3.64	1277	1725	1.35

The estate and mill record and monitor the diesel utilization over the running hours of gen-set and other vehicles running.

Performance variation in view of several factors i.e.

- a) Infrastructure of estates.
- b) Community size / no of gen-sets.
- c) No. of vehicles / age of machine.
- d) Weather interference / crop production volume.

There is no opportunity for the estate to capitalize the utilization of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. The estates adopted the following practices in reducing diesel consumption in the daily operations.

	Management Plan	Timeline	PIC
1	Monitoring of diesel usage in FFB transportation	On-going	AEM
2	Engine OFF when not in operations	On-going	AEM
3	Training session to PIC	quarterly	AEM

The Mill similarly had a reduction plan of fuel via the following initiative:

	Management Plan	Timeline	PIC
1	Monitoring of diesel usage in internal transportation	On-going	AEM
2	Engine OFF when not in operations	On-going	AEM
3	By maintenance of the boiler & machinery to ensure at optimum level to monitor diesel usage	On-going	AME
4	provide training to workers regarding reduce fuel and diesel usage for boiler.	On-going	AME

A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2021 identified in the following:

- a) Environmental Aspect Identification Summary FY 2021 reviewed accordingly.
- b) Environmental Impact Evaluation Summary FY 2021 reviewed accordingly.
- c) Renewable energy usage & diesel consumption 2021 was established and monitored by monthly basis.

Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Besout POM and the estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>a) The management from both estates and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adverse impact the environment.</p> <p>b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.</p>	Complied						
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The mill and estates records NIL new development within the certified area. There is no new planting in both the estates.</p>	Complied						
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The mill and estates has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers the and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estate and mill operations were:</p> <table border="1" data-bbox="1160 1232 1908 1378"> <thead> <tr> <th data-bbox="1160 1232 1196 1315"></th> <th data-bbox="1205 1232 1384 1315">Environment al Receptors</th> <th data-bbox="1393 1232 1908 1315">Source</th> </tr> </thead> <tbody> <tr> <td data-bbox="1160 1321 1196 1378"></td> <td data-bbox="1205 1321 1384 1378">Air</td> <td data-bbox="1393 1321 1908 1378">Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke</td> </tr> </tbody> </table>		Environment al Receptors	Source		Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke	Complied
	Environment al Receptors	Source							
	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke							

1		and gases). GHG emission from anaerobic processes (ETP, EFB dumping).
2	Water	Water discharges–Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water & blow down
3	land	Land – Scheduled waste, domestic waste and industrial / process waste.

Besout POM has conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS during the audit. The system was found to be in functional condition.

Boiler smoke emission data are within the DOE limit. An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent. *'Pollution Prevention Plan and Waste Management Action Plan 2021'* – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among others actions taken by the mill were:

- a) Scheduled wastes – disposed to Pentas Flora in Banting Selangor and Aliran Segar Sdn Bhd in Ipoh Perak
- b) Domestic wastes are disposed to own respective local landfill
- c) Full compliance to zero burning practices.
- d) Installation of ESP targetted to be commissioned in 2021.

		<p>The environmental issues for Besout POM are discussed in the monthly EPMC meetings. The agenda discussed among others as follows;</p> <ul style="list-style-type: none"> a) matters arising b) performance of environment compliance c) report on environmental pollution d) self-compliance checklist performance e) effluent treatment /clean air / scheduled waste f) audit report on RSPO/MSPO g) Domestic waste issues <p>In addition, environmental issues were also discussed direct or indirectly during the management meeting the weekly muster. Minutes of meeting for BPOM dated 05/01/2021 was sighted and verified.</p>	
<p>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</p>			
<p>7.11.1</p>	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> a) <i>Manual Ladang Sawit LESTARI on reviewed 1/6/12 Sawit pra matang edisi II seksyen 3</i> b) <i>Manual Ladang Sawit LESTARI reviewed on 1/6/12 Sawit matang edisi II seksyen 4</i> c) <i>Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5</i> 	<p>Complied</p>

		<p>d) <i>Prosedur Kerja Selamat</i> e) <i>Manual Kelestarian</i> (Sustainability) f) Work instructions</p> <p>As advocated, the estates practiced zero burning. In the replants visited during the audit in the estates, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Group "Zero open burning" is enforced as described in the Group Sustainability Policy May 2019. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. The estates recorded replanting program for the forthcoming 5 years. Refer details in 4.6.2.2.</p> <p>There is a fire ERP team established by the estate and mill.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>FGV engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meetings recorded on 04/10/2017 <i>Majlis Perjumpaan Dgn Peneroka Kompleks FGV Palm Industries KKS Sg Tenggi & Trolak at Dewan Semai Bakti FELDA Sg Tenggi</i>. The session among others has briefed participants on the following:</p> <ul style="list-style-type: none"> a. <i>Memelihara dan memulihara kepelbagaian biologi</i> b. <i>Pihak berkepentingan boleh melaporkan kepada FGV</i> c. <i>Jika berlaku kebakaran di persempadanan kawasan ladang/kilang</i> d. <i>Pihak ladang/kilang /pekebun kecil berhampiran juga boleh mendapatkan bantuan daripada FGV jika berlaku di kawasan mereka.</i> e. <i>Polisi Sustainability.</i> 	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		There was no sessions held in 2020 in view of the COVID 19 pandemic restriction.	
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Auditors has verified through checking through www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at the Besout CU since Nov 2005.</p> <p>The audit findings have confirmed that there is no new planting (refer 7.3.1 to 7.4.2) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The HCV assessment was conducted with details as follows:</p> <p>Besout 7 Estate: "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 7". This report was updated and reviewed by an IB Executive SCCD Department FGVH dated 25/05/2017. There was no HCV present in the CU except for buffer zone for the 7 rivers / water courses flowing within the estate I.e Sg Chawang / Erong / Daharol / Teras / Tampan / Rasau /Dohal.</p> <p>Besout 6 Estate: "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 06". This report was updated and reviewed by an IB Executive SCCD Department FGVH dated 23/05/2017. There was no HCV present in the CU except for buffer zone Sg Erong located at PM13W.</p>	Complied

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<p>The reports detailed the findings of a rapid appraisal of the biodiversity in the estate and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long term effect. 	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not Applicable	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both the estates. (refer 7.3.1 to 7.4.2). The recent HCV assessment methodology is through site observation, interviews, stakeholders consultation and desktop review on available secondary data. The assessment among others covers the following areas;</p> <ul style="list-style-type: none"> - Overview of HCV assessment. - Description of assessment areas. - Finding and discussion - landscape context - HCV criteria and application to agriculture - HCV monitoring and management <p>Despite having no HCV and RTE identified, management plan 2017-2022 was established. Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD unit. Sighting of RTE are made and recorded during the AP rounds</p>	Complied

		in the estates if any. Highlights if any are discussed during the management review or management meetings subject to the urgency of the situation.																										
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. a) 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. b) There is only common bird, presence of wild boar and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in Jan 2021.	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 -	There is no RTE found the entire estate complex as recorded, with latest the following observation /report " <i>Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 06</i> " and " <i>Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Besout 07</i> ". <table border="1"> <thead> <tr> <th></th> <th>Species</th> <th>Scientific</th> <th>IUCN Status</th> <th>Presence</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Wild boar</td> <td>Sus scrofa</td> <td>LC</td> <td>Yes</td> </tr> <tr> <td>2</td> <td>Monkey</td> <td>Macaca Fascicularis</td> <td>Yes</td> <td>Yes</td> </tr> <tr> <td>3</td> <td>Striped rattlesnake</td> <td>Ophiophagus Hannah</td> <td>VU</td> <td>No</td> </tr> <tr> <td>4</td> <td>Cobra snake</td> <td>Naja Kaouthia</td> <td>LC</td> <td>Yes</td> </tr> </tbody> </table>		Species	Scientific	IUCN Status	Presence	1	Wild boar	Sus scrofa	LC	Yes	2	Monkey	Macaca Fascicularis	Yes	Yes	3	Striped rattlesnake	Ophiophagus Hannah	VU	No	4	Cobra snake	Naja Kaouthia	LC	Yes	Complied
	Species	Scientific	IUCN Status	Presence																								
1	Wild boar	Sus scrofa	LC	Yes																								
2	Monkey	Macaca Fascicularis	Yes	Yes																								
3	Striped rattlesnake	Ophiophagus Hannah	VU	No																								
4	Cobra snake	Naja Kaouthia	LC	Yes																								

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

		<table border="1"> <tr> <td>5</td> <td>Lizard</td> <td>Varanus</td> <td>LC</td> <td>Yes</td> </tr> <tr> <td>6</td> <td>Wild bird</td> <td>Tyto alba javanica</td> <td>LC</td> <td>yes</td> </tr> <tr> <td>7</td> <td>Tiong</td> <td>Gracula religiosa</td> <td>LC</td> <td>yes</td> </tr> <tr> <td>8</td> <td>Murai cacing</td> <td>Copsychus malabaricus</td> <td>LC</td> <td>yes</td> </tr> <tr> <td>9</td> <td>Wak-wak</td> <td>Amaurornis phoenicurus</td> <td>LC</td> <td>Yes</td> </tr> <tr> <td>10</td> <td>Ayam hutan</td> <td>Gallus gallus</td> <td>LC</td> <td>Yes</td> </tr> <tr> <td>11</td> <td>Black wing kite</td> <td>Alanus caeruleus</td> <td>LC</td> <td>Yes</td> </tr> <tr> <td>12</td> <td>Raja udang</td> <td>Alcedo atthis</td> <td>LC</td> <td>No</td> </tr> </table> <p>Records of RTE sighting was checked and verified for the estate. Summary of record of animal sightings spotting wild boars, monkeys and squirrels among others. The management conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited.</p>	5	Lizard	Varanus	LC	Yes	6	Wild bird	Tyto alba javanica	LC	yes	7	Tiong	Gracula religiosa	LC	yes	8	Murai cacing	Copsychus malabaricus	LC	yes	9	Wak-wak	Amaurornis phoenicurus	LC	Yes	10	Ayam hutan	Gallus gallus	LC	Yes	11	Black wing kite	Alanus caeruleus	LC	Yes	12	Raja udang	Alcedo atthis	LC	No	
5	Lizard	Varanus	LC	Yes																																							
6	Wild bird	Tyto alba javanica	LC	yes																																							
7	Tiong	Gracula religiosa	LC	yes																																							
8	Murai cacing	Copsychus malabaricus	LC	yes																																							
9	Wak-wak	Amaurornis phoenicurus	LC	Yes																																							
10	Ayam hutan	Gallus gallus	LC	Yes																																							
11	Black wing kite	Alanus caeruleus	LC	Yes																																							
12	Raja udang	Alcedo atthis	LC	No																																							
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in both Besout 6 & 7 estates. (refer 7.3.1 to 7.4.2). Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD Unit. Sighting of RTE are made and recorded during the AP rounds in the estate if any.</p>	Complied																																								

7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new land clearing affecting areas of HCVs, HCS forests peatland and other conservation areas. Not applicable since there is no land clearing after November 2005.</p>	<p>Not Applicable</p>
--------	---	---	-----------------------

Appendix B: Approved Time Bound Plan

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Supply Bases (estates, plantations, associations)			
	FFB Supplier	Certification Year	Certification Standard	Status
KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2014	Certified
	FGVPM Selancar 08	2017	MYNI 2014	
	FGVPM Selancar 09	2017	MYNI 2014	
KS ARING A	FGVPM Aring 02	2017	MYNI 2014	Certified
	FGVPM Aring 15	2017	MYNI 2014	
	FGVPM Aring 03	2017	MYNI 2014	
	FGVPM Aring 04	2017	MYNI 2014	
	FGVPM Aring 05	2017	MYNI 2014	
	FGVPM Aring 06	2017	MYNI 2014	
	FGVPM Aring 08	2017	MYNI 2014	
	FGVPM Aring 10	2017	MYNI 2014	
KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified
	FGVPM Selendang 4	2018	MYNI 2014	
	FGVPM Selendang 5	2018	MYNI 2014	
	FGVPM Berabong 1	2018	MYNI 2014	
KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014	Certified
	FGVPM Bukit Sagu 6	2017	MYNI 2014	
	FGVPM Bukit Sagu 07	2017	MYNI 2014	
	FGVPM Bukit Sagu 08	2017	MYNI 2014	
KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified
	FGVPM Bera Selatan 07	2017	MYNI 2014	
	FGVPM Merchong	2017	MYNI 2014	
	FGVPM Keratong Timur	2017	MYNI 2014	
	FASSB Merchong	2017	MYNI 2014	
KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified
	FGVPM Lepar Utara 08	2017	MYNI 2014	
	FGVPM Lepar Utara 09	2017	MYNI 2014	
	FGVPM Lepar Utara 11	2017	MYNI 2014	
KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2014	Certified
	FGVPM Moakil 07	2018	MYNI 2014	
KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2014	Certified
	FGVPM Mengkarak 2	2018	MYNI 2014	
KS KRAU	FVGPM Krau 2	2018	MYNI 2014	Certified
	FVGPM Krau 4	2018	MYNI 2014	
KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified
	FGVPM Lepar Hilir 06	2017	MYNI 2014	

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	FGVPM Lepar Hilir 08	2017	MYNI 2014	
KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified
	FGVPM Triang Selatan 1	2017	MYNI 2014	
	FGVPM Triang 4	2017	MYNI 2014	
	FGVPM Kechau 06	2017	MYNI 2014	
KS KECHAU B	FGVPM Kechau 08	2017	MYNI 2014	Certified
	FGVPM Kechau 09	2017	MYNI 2014	
	FGVPM Kechau 10	2017	MYNI 2014	
	FGVPM Kechau 02	2017	MYNI 2014	
	FGVPM Kechau 03	2017	MYNI 2014	
	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	
KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified
	FGVPM Palong Timur 06	2018	MYNI 2014	
BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified
	FGVPM Besout 07	2018	MYNI 2014	
KS NERAM	FGVPM Cherul 03	2018	MYNI 2014	Certified
KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2014	Certified
	FGVPM Chini Timur 4	2018	MYNI 2014	
KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified
	FGVPM Ciku 8	2018	MYNI 2014	
KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified
KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Re-Certified (External Audit)
	FGVPM Palong 18	2018	MYNI 2014	
	FGVPM Palong 21	2018	MYNI 2014	
	FGVPM Serting Hilir 8	2018	MYNI 2014	
KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Certified
KS KERTEH	FASSB Kerteh	2018	MYNI 2014	Certified
	FGVPM Semaring 01	2018	MYNI 2014	
KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2014	Certified
	FASSB K.GELANGGI 5/6	2018	MYNI 2014	
KS JENKA 21	FASSB Jenka 24/25	2018	MYNI 2014	Certified
KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	Certified
KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified
	FGVPM Bukit Tongkat B	2018	MYNI 2014	
KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Certified
KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified
KS SERTING HILIR	FGVPM Tembangau 03	2018	MYNI 2014	Certified
	FGVPM Tembangau 05	2018	MYNI 2014	
	FGVPM Tembangau 06	2018	MYNI 2014	
	FGVPM Tembangau 07	2018	MYNI 2014	
	FGVPM Tembangau 08	2018	MYNI 2014	

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	FGVPM Tembangau 09	2018	MYNI 2014	
	FGVPM Serting Hilir 9	2018	MYNI 2014	
	FASSB Serting Hilir	2018	MYNI 2014	
KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified
KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified
	FGVPM Rantau abang 2	2021	MYNI 2014	
	FGVPM Chador 1	2018	MYNI 2014	
KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified
	FGVPM Tenggaroh 11	2018	MYNI 2014	
	FGVPM Tenggaroh 13	2018	MYNI 2014	
KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified
KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified
KS WA HA	FGVPM BUKIT APING SELATAN	2018	MYNI 2014	Certified
KS KALABAKAN	FGVPM Kalabakan Utara 01	TBC	MYNI 2014	External Audit
	FGVPM Kalabakan Selatan	TBC	MYNI 2014	
KS HAMPARAN BADAI	FGVPM Sahabat 23	TBC	MYNI 2014	External Audit
	FGVPM Sahabat 24	TBC	MYNI 2014	
	FGVPM Sahabat 26	TBC	MYNI 2014	
	FGVPM Sahabat 28	TBC	MYNI 2014	
	FGVPM Sahabat 31	TBC	MYNI 2014	
	FGVPM Sahabat 33	TBC	MYNI 2014	
	FGVPM Sahabat 34	TBC	MYNI 2014	
	FGVPM Sahabat 25	TBC	MYNI 2014	
	FGVPM Sahabat 22	TBC	MYNI 2014	
	FASSB Tambisan	TBC	MYNI 2014	
KS UMAS	FGVPM Umas 05	TBC	MYNI 2014	External Audit
	FGVPM Umas 06	TBC	MYNI 2014	
KS PONTIAN FICO	Pontian Fico	TBC	MYNI 2014	External Audit
	Pontian Subok	TBC	MYNI 2014	
	Pontian Orico	TBC	MYNI 2014	
	Pontian Pendirosa	TBC	MYNI 2014	
	Pontian Kuril	TBC	MYNI 2014	
	Pontian Hillco	TBC	MYNI 2014	
	Pontian Korosah	TBC	MYNI 2014	
	Blossom Plantation Sdn. Bhd	TBC	MYNI 2014	
KS TEMENTI	FGVPM Bera Selatan 1	TBC	MYNI 2014	External Audit
	FGVPM Bera Selatan 4	TBC	MYNI 2014	
KS SAMPADI	FGVPM Sampadi 01	TBC	MYNI 2014	Internal Audit
	FGVPM Sampadi 03	TBC	MYNI 2014	
	FGVPM Sampadi 04	TBC	MYNI 2014	
	FGVPM Sampadi 05	TBC	MYNI 2014	
	FGVPM Sampadi 06	TBC	MYNI 2014	
KS KEMBARA SAKTI	FGVPM Sahabat 30	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 35	TBC	MYNI 2014	
	FGVPM Sahabat 40	TBC	MYNI 2014	

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

	FGVPM Sahabat 41	TBC	MYNI 2014	
	FGVPM Sahabat 42	TBC	MYNI 2014	
	FGVPM Sahabat 43	TBC	MYNI 2014	
KS NILAM PERMATA	FGVPM Sahabat 50	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 51	TBC	MYNI 2014	
	FGVPM Sahabat 52	TBC	MYNI 2014	
	FGVPM Sahabat 53	TBC	MYNI 2014	
	FGVPM Sahabat 54	TBC	MYNI 2014	
KS MERCU PUSPITA	FGVPM Sahabat 07	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 46	TBC	MYNI 2014	
	FGVPM Sahabat 48	TBC	MYNI 2014	
	FGVPM Sahabat 10	TBC	MYNI 2014	
	FASSB Sahabat 06	TBC	MYNI 2014	
KS LANCANG KEMUDI	FGVPM Sahabat 36	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 38	TBC	MYNI 2014	
	FGVPM Sahabat 39	TBC	MYNI 2014	
	FGVPM Sahabat 44	TBC	MYNI 2014	
	FGVPM Sahabat 45	TBC	MYNI 2014	
KS EMBARA BUDI	FGVPM Sahabat 11	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 12	TBC	MYNI 2014	
	FGVPM Sahabat 17	TBC	MYNI 2014	
	FGVPM Sahabat 56	TBC	MYNI 2014	
	FGVPM Sahabat 20	TBC	MYNI 2014	
	FASSB Sahabat 17	TBC	MYNI 2014	
	FGVPM Sahabat 21	TBC	MYNI 2014	
KS BAIDURI AYU	FGVPM Sahabat 09	TBC	MYNI 2014	Internal Audit
	FGVPM Sahabat 16	TBC	MYNI 2014	
	FGVPM Sahabat 55	TBC	MYNI 2014	
KS TENGGAROH TIMUR	FGVPM Tenggaraoh 12	2021	MYNI 2014	Internal Audit
	FGVPM Tenggaraoh Timur 2	TBC	MYNI 2014	
Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	2021	Group Cert	Internal Audit
	Kronos plantations Sdn. Bhd	2021	Group Cert	
	Fortune Plantation Sdn. Bhd	2021	Group Cert	
	BJ Corporation Sdn. Bhd	2021	Group Cert	
Tanah Emas Oil Palm Processing	Sri Kehuma	2021	Group Cert	Internal Audit
	Yapidmas AE	2021	Group Cert	
	Tanah Emas Corporation Berhad (TECB)	2021	Group Cert	
	Ladang Kluang	2021	Group Cert	
	Yapidmas D	2021	Group Cert	
	Sri Mosta 1	2021	Group Cert	
	Sri Mosta 2	2021	Group Cert	
	Sri Mosta 3	2021	Group Cert	
	Cepat Ringgit A	2021	Group Cert	
	Cepat Ringgit B	2021	Group Cert	
Cepat Ringgit D	2021	Group Cert		

	Karamuak	2021	Group Cert	
	Sg Milian	2021	Group Cert	
	Sg Imbak	2021	Group Cert	
	Kuamut	2021	Group Cert	
PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit
PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit
FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit
Estate under RaCP	TBA	2021	MYNI 2018	Internal Audit

Remarks: TBC – As per the Complaints Panel (CP) decision on 13/01/2020, all new certification under FGV is suspended and to be confirmed on future date.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in 2020 for Besout 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 2020 for Besout Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.50
PKO	1.50

Extraction	%
OER	19.83
KER	5.41

Production	t/yr
FFB Process	213,070.00
CPO Produced	42,251.55
PKO Produced	11,531.07

Land Use	Ha
OP Planted Area	4,107.44
OP Planted on peat	496.92
Conservation (forested)	0.00
Conservation (non-forested)	3.20
Total	4,607.56

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	45,475.55	1.07	0.00	0.00	0.00	0.00	45,475.55	1.07
CO ₂ Emission from fertilizer	3,666.44	0.09	0.00	0.00	0.00	0.00	3,666.44	0.09
NO ₂ Emission	5,033.14	0.12	0.00	0.00	0.00	0.00	5,033.14	0.12
Fuel Consumption	439.23	0.01	0.00	0.00	0.00	0.00	439.23	0.01
Peat Oxidation	19,399.37	0.45	0.00	0.00	0.00	0.00	19,399.37	0.45
Sink								
Crop Sequestration	-43,104.79	-9.36	0.00	0.00	0.00	0.00	-43,104.79	-9.36
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	30,908.95	6.71	0.00	0.00	49,407.48	0.00	80,316.42	

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	481.24	0.00
Grid Electricity Utilization	3.58	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	484.81	

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

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

Appendix D: Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
1	Feb 2020	3,364.62	12,122.74	15,487.36
2	Mar 2020	3,496.93	13,564.87	17,061.80
3	Apr 2020	3,751.48	14,968.24	18,719.72
4	May 2020	3,496.46	14,387.63	17,884.09
5	Jun 2020	4,274.14	17,932.90	22,207.04
6	Jul 2020	4,244.92	16,944.17	21,189.09
7	Aug 2020	4,130.26	16,592.12	20,722.38
8	Sep 2020	3,547.80	15,022.15	18,569.95
9	Oct 2020	3,307.77	13,137.78	16,445.55
10	Nov 2020	3,268.65	13,082.32	16,350.97
11	Dis 2020	3,114.70	12,350.53	15,465.23
12	Jan 2021	3,389.17	13,033.45	16,422.62
Total		43,386.90	173,138.90	216,525.80

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Feb 2020	668.47	183.74
2	Mar 2020	684.66	191.07
3	Apr 2020	734.80	203.09
4	May 2020	651.06	176.42
5	Jun 2020	858.92	232.46
6	Jul 2020	839.65	226.53
7	Aug 2020	844.83	247.46
8	Sep 2020	707.32	187.08
9	Oct 2020	670.01	181.35
10	Nov 2020	657.18	175.31
11	Dis 2020	613.53	164.27
12	Jan 2021	645.91	172.85
Total		8,576.34	2,341.63

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

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	-KILANG ISI SAWIT PANDAMARAN	CB105045	-	168.53
2	KILANG ISI SAWIT PANDAMARAN	CB105045	-	50.00
3	KILANG ISI SAWIT PANDAMARAN	CB105045	-	143.07
4	KILANG ISI SAWIT PANDAMARAN	CB105045	-	154.70
5	KILANG ISI SAWIT PANDAMARAN	CB105045	-	80.98
6	KILANG ISI SAWIT PANDAMARAN	CB105045	-	5.00
7	KILANG ISI SAWIT PANDAMARAN	CB105045	-	113.79
8	KILANG ISI SAWIT PANDAMARAN	CB105045	-	274.87
9	KILANG ISI SAWIT PANDAMARAN	CB105045	-	221.65
10	KILANG ISI SAWIT PANDAMARAN	CB105045	-	97.11
11	KILANG ISI SAWIT PANDAMARAN	CB105045	-	144.20
12	KILANG ISI SAWIT PANDAMARAN, FGV IFFCO SDN BHD	CB105045	-	159.97
Total			-	1,613.87

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)
N/A				

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

RSPO P&C Public Summary Report
Revision 11 (Sept 2020)

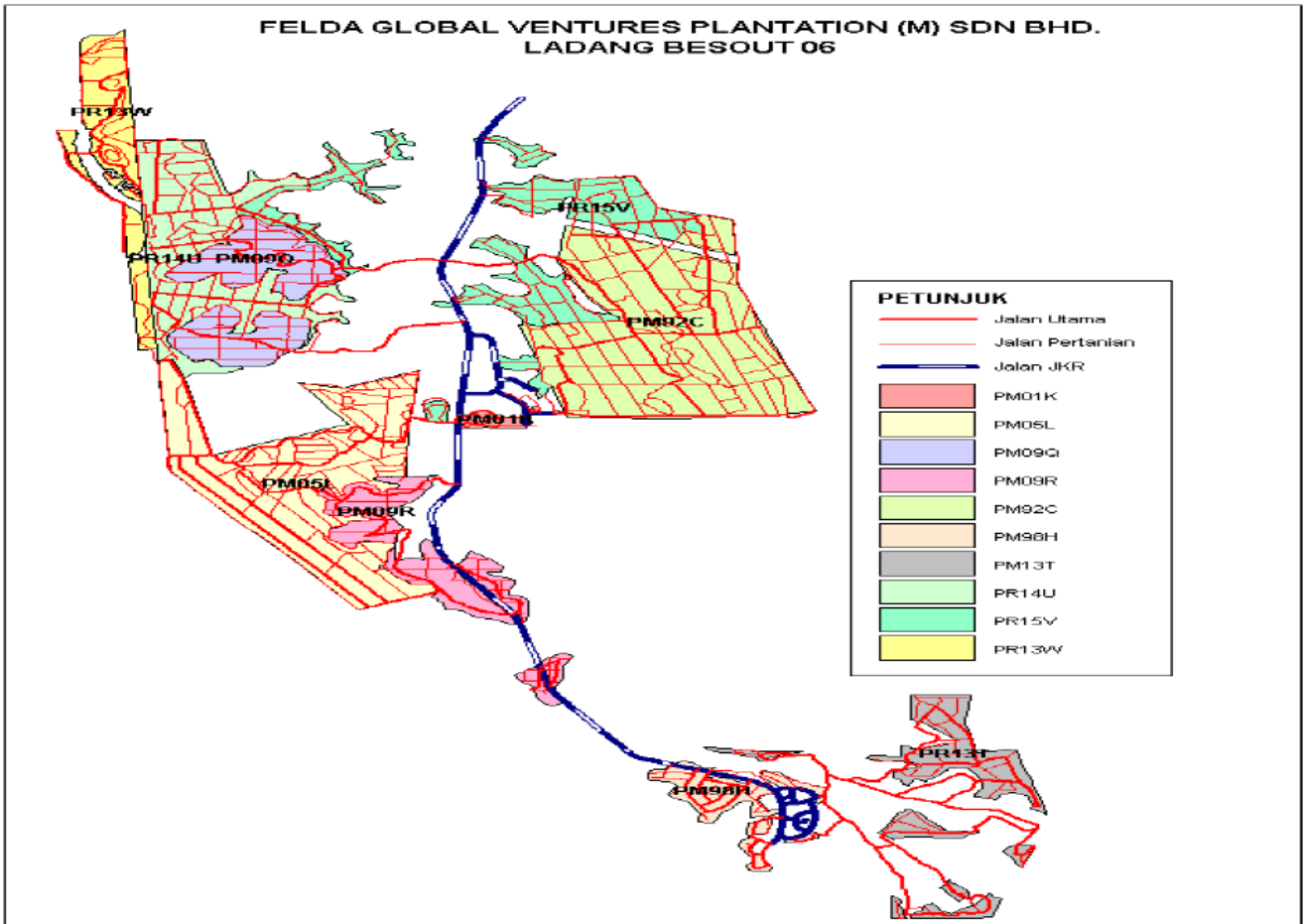
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	FGV IFFCO SDN BHD, AGRI ASIA REFINERY SDN BHD, FGV BULKERS PORT KLANG	8,576.34	-
2	KCP PANDAMARAN	-	727.76
Total		8,576.34	727.76

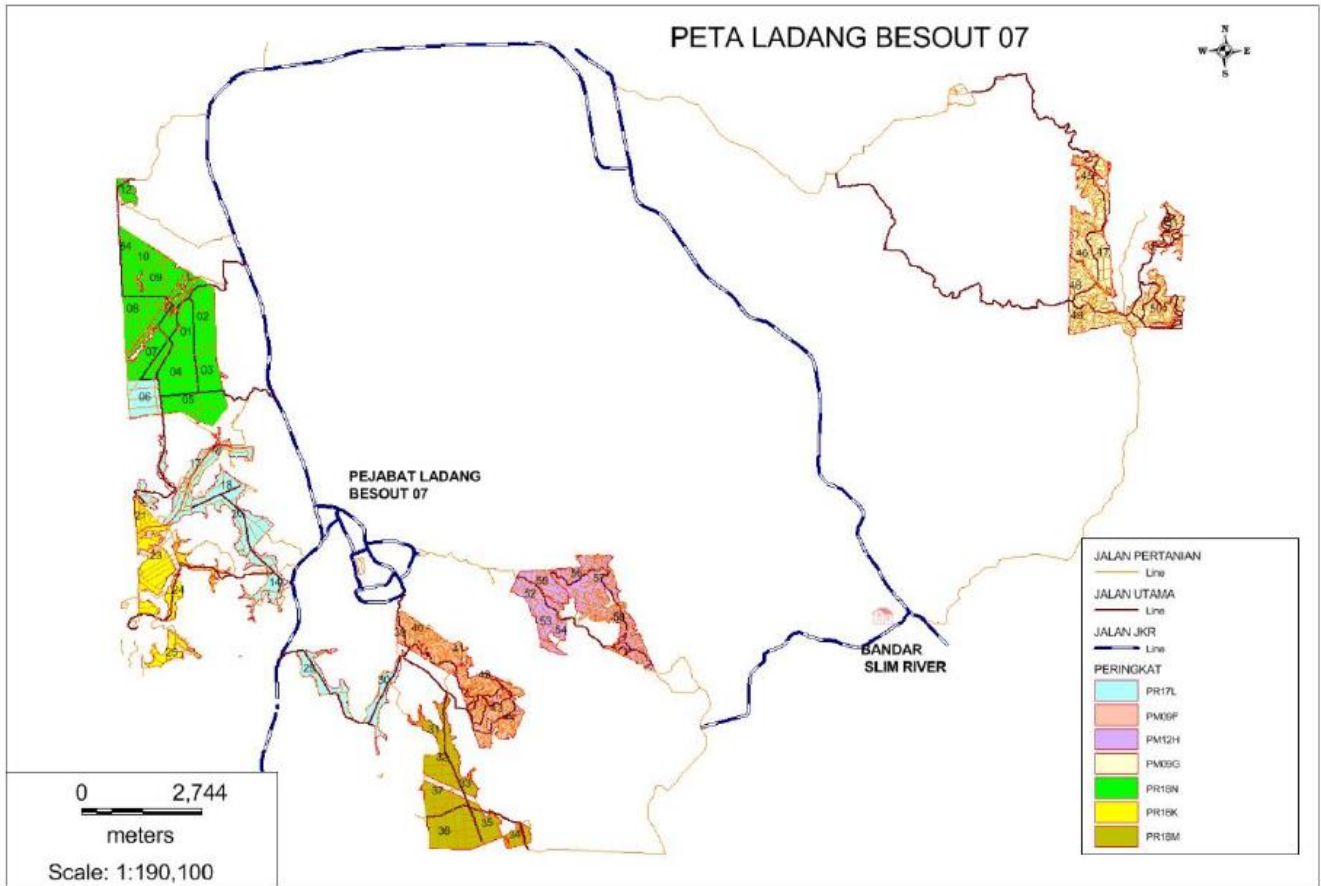
F. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
1	XXXXX	CB105045	300.00
Total			300.00

Appendix E: Location Map of Certification Unit and Supply bases



Appendix F: Estate Field Map





Appendix G: List of Smallholder Sampled

Not applicable.

Appendix H: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
BPOM	Besout Palm Oil Mill
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
FGVPMBSB	FGV Plantation (M) Sdn Bhd
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
JAKOA	Jabatan Kemajuan Orang Asli
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