

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name: FGV Holdings Berhad
Client company Address: Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill
Location of Certification Unit: Jalan Rusa, Felda Simpang Waha, Kota Tinggi 81907, Johor, Malaysia
Date of Final Report: 17/03/2022

TABLE of CONTENTS

Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (not applicable for ISS)	6
11. Summary of Actual Volume sold	7
12. Independent Smallholders Certified Tonnage / Volume	8
13. Independent Smallholders Actual Sold Tonnage / Volume	8
Section 2: Assessment Process	9
2.1 Assessment Methodology, Programme, Site Visits.....	9
2.2 BSI Assessment Team	10
2.3 Assessment Plan.....	12
Section 3: Assessment Findings	15
3.1 Multiple Management Units and Time Bound Plan.....	15
3.2 Progress of scheme smallholders and/or outgrowers.....	19
3.3 Details of Nonconformities	31
3.3.1 Status of Nonconformities Previously Identified and Observations.....	36
3.3.2 Summary of the Nonconformities and Status	45
3.4 Stakeholders and previous land owner / user consultation.....	46
3.5 Impartiality and conflict of interest	49
Formal Signing-off of Assessment Conclusion and Recommendation	50
Appendix A: Summary of Findings	51
Appendix B: GHG Reporting Executive Summary	156
Appendix C: Location Map of Certification Unit and Supply bases.....	158
Appendix D: Estate Field Map.....	159
Appendix E: List of Smallholder Registered and sampled.....	160
Appendix F: List of Abbreviations.....	161

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill		
Location / Address	Jalan Rusa, Felda Simpang Waha, Kota Tinggi 81907, Johor, Malaysia		
Website	www.fgvholdings.com		
Management Representative	Mr Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27891338	Facsimile	+603 2789 0001

2. Certification Information			
Certificate Number	RSPO 693243	Certificate Start Date	22/02/2019
Date of First Certification	22/02/2019	Certificate Expiry Date	21/02/2024
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the assessment was to conduct an annual surveillance assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input 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		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54mt/Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

RSPO P&C Public Summary Report

Revision 12 (Jun 2021)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693232	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services (Malaysia) Sdn Bhd	20/05/2024
MSPO 693234	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services (Malaysia) Sdn Bhd	20/05/2024
MSPO SCCS-TCI-002-2020	MSPO SCCS 2018	Trans Certification International (TCI)	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill & Supply Base)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Waha Palm Oil Mill	Waha POM, Jalan Rusa Felda Simpang Waha, 81907 Kota Tinggi, Johor, Malaysia.	1° 47' 29.90" N	104° 4' 27.55" E
FGVPM Bukit Aping Selatan Estate	Pejabat Ladang FGVPM Bukit Aping Selatan, D/A Felda Bukit Waha, 81900 Kota Tinggi, Johor	1° 45' 21.89" N	104° 4' 22.58" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Aping Selatan	851.96	0.00	696.01	1,547.97	55.03 %
Total	851.96	0.00	696.01	1,547.97	55.03 %

Notes: Previous Assessment Report's Total Area of 1,088.81 Ha did not include 459.16 ha of Rubber Area. Thus with the inclusion of the Rubber Area, the actual Total Area is 1,547.97 Ha.

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Bukit Aping Selatan	-	235.96	616.00	-	-	851.96	-
Total (ha)		235.96	616.00	-	-	851.96	-

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Feb 2021 – Jan 2022)	Actual (Mar 2021 – Dec 2021)		Forecast (Feb 2022 – Jan 2023)
		<i>Previous license period</i> (-)	<i>Current license period</i> (Mar 2021 – Dec 2021)	
FGVPM Bukit Aping Selatan	17,230.00	-	12,848.59	15,288.00
Total	17,230.00		12,848.59	15,288.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated last year (Feb 2021 – Jan 2022)	Actual (Mar 2021 – Dec 2021)		Forecast (Feb 2022 – Jan 2023)
		<i>Previous license period</i> (-)	<i>Current license period</i> (Mar 2021 – Dec 2021)	
NA		-	-	
Total			-	

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated last year (Feb 2021 – Jan 2022)	Actual (Mar 2021 – Dec 2021)		Forecast (Feb 2022 – Jan 2023)
		<i>Previous license period</i> (-)	<i>Current license period</i> (Mar 2021 – Dec 2021)	
Outgrowers, Dealers & Smallholders	NA	-	197,581.41	NA
Total	-		197,581.41	-

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	March 2021	939.08	15,000.92	15,940.00
2	April 2021	802.27	17,217.73	18,020.00
3	May 2021	1,002.43	19,067.57	20,070.00
4	June 2021	1,063.79	18,306.21	19,370.00
5	July 2021	1,217.94	25,362.06	26,580.00

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

6	August 2021	2,610.36	22,359.64	24,970.00
7	September 2021	1,528.75	17,271.25	18,800.00
8	October 2021	1,363.85	22,676.15	24,040.00
9	November 2021	1,189.67	20,910.33	22,100.00
10	December 2021	1,130.45	19,409.55	20,540.00
TOTAL		12,848.59	197,581.41	210,430.00

10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (Feb 2021 – Jan 2022)	Actual (Mar 2021 – Dec 2021)		Forecast (Feb 2022 – Jan 2023)
	<i>Previous license period (-)</i>	<i>Current license period (Mar 2021 – Dec 2021)</i>	
FFB	FFB		FFB
17,230.00	-	12,848.59	15,288.00
CPO (OER: 21.44 %)	CPO (OER: 20.60 %)		CPO (OER: 21.78 %)
3,694.11	-	2,646.54	3,329.73
PK (KER: 5.40 %)	PK (KER: 5.06 %)		PK (KER: 5.25 %)
930.42	-	650.61	802.62

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	March 2021	204.55	47.36
2	April 2021	166.32	60.16
3	May 2021	207.40	47.78
4	June 2021	216.80	43.53
5	July 2021	251.14	43.53
6	August 2021	524.70	135.66
7	September 2021	313.52	82.97
8	October 2021	281.88	73.15
9	November 2021	244.26	56.75
10	December 2021	235.97	59.72
TOTAL		2,646.54	650.61

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

11. Summary of Actual Volume sold					
Current License period (Mar 2021 – Dec 2021)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	243.14	-	-	-	243.14
Credits	1,241	-	-	-	1,241.00
Previous License period (-)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

Note:

1. Conventional is RSPO certified material but sold as non-RSPO.
2. Mill's Storage Capacity is sufficient to store the balance CPO and PK which was not sold.

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	XXX	TR-0096b0fd-a4ca	-	49.85
2	XXX	TR-fadac053-ff75	-	43.68
3	XXX	TR-f6ffd6eb-1d18	-	24.97
4	XXX	TR-4efa42ec-f417	-	38.34
5	XXX	TR-5f079cea-c635	-	40.96
6	XXX	TR-0096b0fd-a4ca	-	45.34
TOTAL			-	243.14

11B. 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)
-	-	-	-	-
TOTAL			-	-

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
-	-	-	-
TOTAL		-	-

11D. Records of Certified CPO Sold under RSPO Credits since the last audit.			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
1	XXX	ST-TR-645d408b-49f9	200
2	XXX	ST-TR-8cba309b-f94c	200
3	XXX	ST-TR-d0bc7e89-b43c	200
4	XXX	ST-TR-b221a40f-4293	200
5	XXX	ST-TR-f937aa1c-81b8	75
6	XXX	ST-TR-185336a5-12d6	75
7	XXX	ST-TR-199f4563-f4fc	170
8	XXX	ST-TR-88168d8e-8f44	121
TOTAL			1,241

12. Independent Smallholders Certified Tonnage / Volume									
Phase	Estimated last year (Feb 2021 – Jan 2022)			Actual (Mar 2021 – Dec 2021)			Forecast (Feb 2022 – Jan 2023)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			-			-			
IS-CSPO	-	-		-	-		-	-	
IS-CSPKO	-	-		-	-		-	-	
IS-CSPKE	-	-		-	-		-	-	

13. Independent Smallholders Actual Sold Tonnage / Volume						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (Mar 2021 – Dec 2021)						
Credits				-	-	-
Physical	-	-	-			

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **10/01/2022 – 13/01/2022**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 03/03/2022. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the 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 of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Waha Palm Oil Mill	✓	✓	✓	✓	✓
FGVPM Bukit Aping Selatan Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: January 9, 2023 - January 12, 2023

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Vijay Kanna Pakirisamy (VKP)	Team Leader	<p>Education: Bachelor Degree in Agribusiness Science Management with Honours from University Utara Malaysia</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Assistant Manager with KL Kepong and IOI Plantations and as a Sr. Assistant Manager with United Plantations Berhad prior to joining BSI as a Client Manager.</p> <p>Training attended: Completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in November 2019, Endorsed RSPO P&C Lead Auditor Course in October 2019, Endorsed RSPO SCCS Lead Auditor Course in August 2020, Endorsed MSPO Lead Auditor Course in November 2019 and attended SMETA Requirements Training in April 2021.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate Best Practises and supply chain requirements.</p> <p>Language proficiency: He is fluent in English, Bahasa Malaysia, Tamil languages.</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p>Education: Bachelor Degree (Scs.) Plantation Management and Agrotechnology from Universiti Teknologi Mara (UiTM)</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as Senior Assistant Manager with Tradewinds Plantation Berhad from 2012 until 2017 and has been doing audit for RSPO P&C, MSPO, Global G.A.P and Organic since 2017 until now.</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>Training attended: Completed ISO 9001-2015 (2020), ISO14001- 2015 (2017), ISO45001-2018 (2021), Endorsed RSPO P&C Lead Auditor Course (2018), Endorsed MSPO P&C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS) (2022).</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p> <p>Language proficiency: He is fluent in Bahasa Malaysia and English languages.</p>
Amir Bahari (AB)	Team Member	<p>Education: Bachelor of Science (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996.</p> <p>Work Experience: He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates.</p> <p>Training attended: Completed ISO 9001, ISO 14001, OHSAS 18001 Auditor course, Endorsed RSPO P&C Lead Auditor Course. He also attended HCV Awareness for RSPO/ MSPO auditors on December 2016 and RSPO HCV Audit Guidelines on April 2021.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Environment, HCV and estate best practises.</p> <p>Language proficiency: He is fluent in Bahasa Malaysia and English.</p>

Accompanying Persons:

Name	Role
-	-

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

1.3 Assessment Plan

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

Date	Time	Subjects	VKP	AB	MRM
Sunday, 09/01/2022	1500 - 1900	Auditors travel to Bandar Penawar.	✓	✓	✓
Monday, 10/01/2022 Waha Palm Oil Mill	0800 - 0900	Travel from Bandar Penawar to Waha Palm Oil Mill	✓	✓	✓
	0900 - 0930	Opening Meeting: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).	✓	✓	✓
	0930 - 1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, Lab, weighbridge and palm product storage area, etc.	✓	✓	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Document review P1 – P7: 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. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Tuesday, 11/01/2022 Waha Palm Oil Mill	0800 - 0900	Travel from Bandar Penawar to Waha Palm Oil Mill	✓	✓	✓
	0900 - 1230	Continue Document review P1 – P7 and Supply chain for CPO mill. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓
	1000 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	-	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Continue Document review P1 – P7 and Supply chain for CPO mill. RSPO SCCS general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Date	Time	Subjects	VKP	AB	MRM
Wednesday, 12/01/2022 Bukit Aping Selatan Estate	0800 - 0900	Travel from Bandar Penawar to Bukit Aping Selatan	✓	✓	✓
	0900 - 1230	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 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	-	✓
	1230 - 1330	LUNCH BREAK			
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	1630 - 1700	Interim Closing Briefing	✓	✓	✓
Thursday, 13/01/2022 Bukit Aping Selatan Estate	0800 - 0900	Travel from Bandar Penawar to Bukit Aping Selatan	✓	-	-
	0900 - 1200	Continue 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.)	✓	-	-
	1200 - 1230	Verify any Outstanding Issues and Preparation for Closing Meeting	✓	-	-
	1230 - 1300	Closing Meeting	✓	-	-
	1300	Auditors travel back to Kuala Lumpur	✓	-	-

Critical NC Close Out On-Site Assessment Plan

Date	Time	Subjects	VKP
Thursday, 03/03/2022	0900 – 0930	Opening Meeting at FGVPISB Waha POM : - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan	✓

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Date	Time	Subjects	VKP
	0930 – 1230	1. Verification on Critical NC: - 2152169-202201-M1 - 2152169-202201-M2 2. Site observation, workers interview 3. Document review – implemented evidence	✓
	1230 – 1300	Closing Meeting	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated April 2021 shows that the plan spans from year 2017 until 2023.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>On the latest development of suspension, verification audit by RSPO CP being conducted by an independent certification body (CB) appointed by RSPO to assess and verify the implementation of the action plan at 6 FGV units (unit names are confidential). The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	No new acquisitions were recorded or in planning.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	<p>There is a slight delay on certification for the remaining uncertified units due to RSPO Complaint Panel suspension – uplifting decision still pending at RSPO CP side. Refer RSPO letter dated 13 January 2020.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition. 	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	2. Mills and estates rationalization exercises effective June 2021.	
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?	Slight changes to the time-bound plan since the last audit i.e. stretched to 2023 due to RSPO complaint panel on suspension of FGV. This will be updated in the 2021 ACOP. In addition to that, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There are no fundamental failure in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. FGVPM Tenggara 12 and FGVPM Rantau Abang 02 for new planting with NPP.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well	Complied

	<p>informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p>	
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>These action plans being developed and implemented through out FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>There is 1 issue happen in FGVPM Palong Timur 04 (Now FGVPM Palong Timur 05) and the details is elaborated below:</p> <ol style="list-style-type: none"> 1. FGVPM PALONG TIMUR 04 (NOW FGVPM PALONG TIMUR 05): Claims on 19.06.2012 with value of summon RM61,968.60 and summon status is Court Appeal. <p>Auditor Verification: During partial audit, 1 issue with DOE in FPISB Selancar 2A POM is sighted. Summon no : SJ 53-4/2016 ; Date 14.04.2016 in Mahkamah Seksyen Kuantan.</p> <p>Fixed for Trial on 01.03.2017, 02.03.2017 and 03.03.2017.</p> <p>All process still in progress and CB will verify this issue in next audit or during audit in this mill.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2019 and 2020. Seen the internal audit done by Sustainability Compliance and Certification Department(SCCD).</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

with RSPO?	These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not Applicable as there are no scheme smallholders or scheme out growers under this certification unit.	Complied

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 2019	Certified
	FGVPM Selancar 08	2017	MYNI 2019	
	FGVPM Selancar 09	2017	MYNI 2019	
KS ARING A	FGVPM Aring 02	2017	MYNI 2019	Certified
	FGVPM Aring 15	2017	MYNI 2019	
	FGVPM Aring 03	2017	MYNI 2019	
	FGVPM Aring 04	2017	MYNI 2019	
	FGVPM Aring 05	2017	MYNI 2019	
	FGVPM Aring 06	2017	MYNI 2019	
	FGVPM Aring 08	2017	MYNI 2019	
	FGVPM Aring 10	2017	MYNI 2019	
	FGVPM Aring 11	2017	MYNI 2019	
KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2019	Certified
	FGVPM Selendang 4	2018	MYNI 2019	
	FGVPM Selendang 5	2018	MYNI 2019	
	FGVPM Berabong 1	2018	MYNI 2019	

KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2019	Certified
	FGVPM Bukit Sagu 6	2017	MYNI 2019	
	FGVPM Bukit Sagu 07	2017	MYNI 2019	
	FGVPM Bukit Sagu 08	2017	MYNI 2019	
KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2019	Certified
	FGVPM Bera Selatan 07	2017	MYNI 2019	
	FGVPM Merchong	2017	MYNI 2019	
	FGVPM Keratong Timur	2017	MYNI 2019	
	FASSB Merchong	2017	MYNI 2019	
KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2019	Certified
	FGVPM Lepar Utara 08	2017	MYNI 2019	
	FGVPM Lepar Utara 09	2017	MYNI 2019	
	FGVPM Lepar Utara 11	2017	MYNI 2019	
KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2019	Certified
	FGVPM Moakil 07	2018	MYNI 2019	
KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2019	Certified
	FGVPM Mengkarak 2	2018	MYNI 2019	
KS KRAU	FVGPM Krau 2	2018	MYNI 2019	Certified
	FVGPM Krau 4	2018	MYNI 2019	
KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2019	Certified

	FGVPM Lepar Hilir 06	2017	MYNI 2019	
	FGVPM Lepar Hilir 08	2017	MYNI 2019	
KS TRIANG	FGVPM Triang 2	2017	MYNI 2019	Certified
	FGVPM Triang Selatan 1	2017	MYNI 2019	
	FGVPM Triang 4	2017	MYNI 2019	
KS KECHAU B	FGVPM Kechau 06	2017	MYNI 2019	Certified
	FGVPM Kechau 08	2017	MYNI 2019	
	FGVPM Kechau 09	2017	MYNI 2019	
	FGVPM Kechau 10	2017	MYNI 2019	
	FGVPM Kechau 02	2017	MYNI 2019	
	FGVPM Kechau 03	2017	MYNI 2019	
	FGVPM Kechau 07	2017	MYNI 2019	
	FGVPM Kechau 11	2017	MYNI 2019	
	FGVPM Chegar Perah 2	2017	MYNI 2019	
	FGVPM Telang 01	2017	MYNI 2019	
	FASSB Telang	2017	MYNI 2019	
KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2019	Certified
	FGVPM Palong Timur 06	2018	MYNI 2019	
KS BESOUT	FGVPM Besout 06	2018	MYNI 2019	Certified
	FGVPM Besout 07	2018	MYNI 2019	

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

KS NERAM	FGVPM Cherul 03	2018	MYNI 2019	Certified
KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2019	Certified
	FGVPM Chini Timur 4	2018	MYNI 2019	
KS CHIKU	FGVPM Ciku 4	2018	MYNI 2019	Certified
	FGVPM Ciku 8	2018	MYNI 2019	
KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2019	Certified
KS SERTING	FGVPM Palong 17	2018	MYNI 2019	Re- Certified (External Audit)
	FGVPM Palong 18	2018	MYNI 2019	
	FGVPM Palong 21	2018	MYNI 2019	
	FGVPM Serting Hilir 8	2018	MYNI 2019	
KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2019	Certified
KS KERTEH	FASSB Kerteh	2018	MYNI 2019	Certified
	FGVPM Semaring 01	2018	MYNI 2019	
KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2019	Certified
	FASSB K.GELANGGI 5/6	2018	MYNI 2019	
KS JENKA 21	FASSB Jenka 24/25	2018	MYNI 2019	Certified
KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2019	Certified
KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2019	Certified
	FGVPM Bukit Tongkat B	2018	MYNI 2019	
KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2019	Certified

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

KS ADELA	FGVPM Kledang 2	2018	MYNI 2019	Certified
KS SERTING HILIR	FGVPM Tembangau 03	2018	MYNI 2019	Certified
	FGVPM Tembangau 05	2018	MYNI 2019	
	FGVPM Tembangau 06	2018	MYNI 2019	
	FGVPM Tembangau 07	2018	MYNI 2019	
	FGVPM Tembangau 08	2018	MYNI 2019	
	FGVPM Tembangau 09	2018	MYNI 2019	
	FGVPM Serting Hilir 9	2018	MYNI 2019	
	FASSB Serting Hilir	2018	MYNI 2019	
KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2019	Certified
KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2019	Officially closed on 31/12/2020
	FGVPM Rantau abang 2	2021	MYNI 2019	
	FGVPM Chador 1	2018	MYNI 2019	
KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2019	Certified
	FGVPM Tenggaroh 11	2018	MYNI 2019	
	FGVPM Tenggaroh 13	2018	MYNI 2019	
KS NITAR	FGVPM Nitar Timur	2018	MYNI 2019	Certified
KS CHALOK	FGVPM Setiu 1	2018	MYNI 2019	Certified
KS WA HA	FGVPM BUKIT APING SELATAN	2018	MYNI 2019	Certified
KS KALABAKAN	FGVPM Kalabakan Utara 01	TBC	TBC	

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	FGVPM Kalabakan Selatan	TBC	TBC	Targeted to be certified on Year 2022
KS HAMPARAN BADA I	FGVPM Sahabat 23	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Sahabat 24	TBC	TBC	
	FGVPM Sahabat 26	TBC	TBC	
	FGVPM Sahabat 28	TBC	TBC	
	FGVPM Sahabat 31	TBC	TBC	
	FGVPM Sahabat 33	TBC	TBC	
	FGVPM Sahabat 34	TBC	TBC	
	FGVPM Sahabat 25	TBC	TBC	
	FGVPM Sahabat 22	TBC	TBC	
	FASSB Tambisan	TBC	TBC	
KS UMAS	FGVPM Umas 05	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Umas 06	TBC	TBC	
KS PONTIAN FICO	Pontian Fico	TBC	TBC	Targeted to be certified on Year 2022
	Pontian Subok	TBC	TBC	
	Pontian Orico	TBC	TBC	
	Pontian Pendirosa	TBC	TBC	
	Pontian Kuril	TBC	TBC	
	Pontian Hillco	TBC	TBC	
	Pontian Korosah	TBC	TBC	

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	Blossom Plantation Sdn. Bhd	TBC	TBC	
KS TEMENTI	FGVPM Bera Selatan 1	TBC	TBC	Targeted to be certified on Year 2022
	FGVPM Bera Selatan 4	TBC	TBC	
KS SELANCAR 2A	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS BUKIT MENDI	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGKA 8	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGKA 18	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS JENGKA 3	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS PADANG PIOL	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS TERSANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2022
KS KEMAHANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS CHINI 2	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS JERANGAU BARAT	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

KS TROLAK	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SEMENCHU	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS PANCHING	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS AIR TAWAR	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS LOK HENG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SG TENGI	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS PASOH	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS KAHANG	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS MEMPAGA	External Suppliers	TBC	TBC	Targeted to be certified on Year 2023
KS SAMPADI	FGVPM Sampadi 01	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sampadi 03	TBC	TBC	
	FGVPM Sampadi 04	TBC	TBC	
	FGVPM Sampadi 05	TBC	TBC	
	FGVPM Sampadi 06	TBC	TBC	
KS KEMBARA SAKTI	FGVPM Sahabat 30	TBC	TBC	

	FGVPM Sahabat 35	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 40	TBC	TBC	
	FGVPM Sahabat 41	TBC	TBC	
	FGVPM Sahabat 42	TBC	TBC	
	FGVPM Sahabat 43	TBC	TBC	
KS NILAM PERMATA	FGVPM Sahabat 50	TBC	TBC	Internal Audit
	FGVPM Sahabat 51	TBC	TBC	
	FGVPM Sahabat 52	TBC	TBC	
	FGVPM Sahabat 53	TBC	TBC	
	FGVPM Sahabat 54	TBC	TBC	
KS MERCU PUSPITA	FGVPM Sahabat 07	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 46	TBC	TBC	
	FGVPM Sahabat 48	TBC	TBC	
	FGVPM Sahabat 10	TBC	TBC	
	FASSB Sahabat 06	TBC	TBC	
KS LANCANG KEMUDI	FGVPM Sahabat 36	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 38	TBC	TBC	
	FGVPM Sahabat 39	TBC	TBC	
	FGVPM Sahabat 44	TBC	TBC	
	FGVPM Sahabat 45	TBC	TBC	

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

KS EMBARA BUDI	FGVPM Sahabat 11	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 12	TBC	TBC	
	FGVPM Sahabat 17	TBC	TBC	
	FGVPM Sahabat 56	TBC	TBC	
	FGVPM Sahabat 20	TBC	TBC	
	FASSB Sahabat 17	TBC	TBC	
	FGVPM Sahabat 21	TBC	TBC	
KS BAIDURI AYU	FGVPM Sahabat 09	TBC	TBC	Targeted to be certified on Year 2023
	FGVPM Sahabat 16	TBC	TBC	
	FGVPM Sahabat 55	TBC	TBC	
KS TENGGAROH TIMUR	FGVPM Tenggaraoh 12	2021	TBC	Targeted to be certified on Year 2023
	FGVPM Tenggaraoh Timur 2	TBC	TBC	
Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	TBC	Group Cert	Internal Audit
	Kronos plantations Sdn. Bhd	TBC	Group Cert	
	Fortune Plantation Sdn. Bhd	TBC	Group Cert	
	BJ Corporation Sdn. Bhd	TBC	Group Cert	
Tanah Emas Oil Palm Processing	Sri Kehuma	TBC	Group Cert	Internal Audit
	Yapidmas AE	TBC	Group Cert	
	Tanah Emas Corporation Berhad (TECB)	TBC	Group Cert	
	Ladang Kluang	TBC	Group Cert	

	Yapidmas D	TBC	Group Cert	
	Sri Mosta 1	TBC	Group Cert	
	Sri Mosta 2	TBC	Group Cert	
	Sri Mosta 3	TBC	Group Cert	
	Cepat Ringgit A	TBC	Group Cert	
	Cepat Ringgit B	TBC	Group Cert	
	Cepat Ringgit D	TBC	Group Cert	
	Karamuak	TBC	Group Cert	
	Sg Milian	TBC	Group Cert	
	Sg Imbak	TBC	Group Cert	
	Kuamut	TBC	Group Cert	
PT CITRA NIAGA PERKASA	TBA	TBC	INA-NIWG	Internal Audit
PT TEMILIA AGRO ABADI	TBA	TBC	INA-NIWG	Internal Audit
FGV estate without mills	FGVPM Paloh	2018	MYNI 2019	Certified under Kulim (M) Berhad – Tereh POM
Estate under RaCP	TBA	TBC	MYNI 2018	Internal Audit

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were Two (2) Critical; Two (2) Minor nonconformities raised. The FGV Waha 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 Nonconformities has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2152169-202201-M1	Date Issued	13/01/2022
Due Date	12/04/2022	Date of nonconformity Closure	03/03/2022
Clause & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	Risk associated to Noise Exposure in the mill were not adequately addressed as per the Noise Risk Assessment.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	The Baseline & Annual Audiometric Test Report dated 18/09/2020 indicated that there were 27 workers with Standard Threshold Shift (STS) which was to be retested within 3 months from the date of last audiogram. However, as of to date there were no evidence of the retest done for the mentioned 27 workers.		
Corrections:	<ol style="list-style-type: none"> 1. Management to ensure whenever have changed in PIC there will be a hand over note. 2. To discuss and follow up the issues of audiometric test in the management review and OSH meeting (quarterly). 3. To conduct retest for workers with STS. 		
Root Cause Analysis:	Due to changes in Person In Charge (PIC), the information on retest not hand over to next PIC.		
Corrective Actions:	Management to discusses on prepare documentation note on work handling to new PIC.		
Assessment Conclusion:	<u>Critical NC Close Out On-Site Verification</u> <ol style="list-style-type: none"> 1. The workers that have been diagnosed with STS have been retested on 28/01/2022 at Specialist Mobile Safety Supplies Sdn Bhd. The results indicated that 12 workers were still identified with STS. The management have arranged the mentioned workers to be referred to an OHD before reporting to DOSH. 2. Follow up issues on audiometric testing have been discussed in the OSH and Environment Meeting as sighted in the ESH Meeting Minutes dated 01/03/2022 for the mill. 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>3. A handover note have been issued from the outgoing personal to the new personal on the job description and responsibilities. The document dated 01/12/2022 was available for verification.</p> <p>The evidence provided was deemed sufficient to address the provided Correction and Corrective Action Plan. Therefore the Critical Non-conformity is successfully closed. Further compliance will be verified during the following surveillance assessment.</p>
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Non-conformity			
NCR Ref #	2152169-202201-M2	Date Issued	13/01/2022
Due Date	12/04/2022	Date of nonconformity Closure	03/03/2022
Clause & Category (Critical / Minor)	4.2.2 (Critical)		
Statement of Nonconformity:	Workers were unable to demonstrate understanding on the complaint procedures.		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	<p>a. As per interview with the workers at FGVPI SB Waha POM, 75% of the workers were unable to demonstrate their understanding and awareness related to the complaint procedures. It also has been verified based on the training records for training that has been done dated 29/11/2021 but not covering all the workers.</p> <p>b. FGV Holdings Berhad has established internal procedure for resolution any disputes related to women in the document title "Menangani Aduan Melalui Jawatankuasa Wanita" document number FGV/ML-1A/L2-Pr14 dated 01/06/2016. Training for the procedure has been done through WhatsApp groups due to the COVID-19 Pandemic, where the PDF file of the procedure has been shared. As per interview with one women worker, auditor found out that the worker is illiterate (writing/reading). The worker was unable to demonstrate her understanding on the complaint procedures. Concern has been raised on the effectiveness of the training especially for the illiterate parties.</p> <p>Due to a minor non-conformity has been raised under the same indicator in the previous assessment, therefore a Critical Non-conformity was raised during this assessment due to reoccurrence of Minor Non-conformity under the same indicator.</p>		
Corrections:	<ol style="list-style-type: none"> To prepare an interactive way to communicate SOP Menangani Aduan Melalui Jawatankuasa Wanita" to suit all worker's understanding. Eg: template with illustration. To conduct training on SOP for "Menangani Aduan dan Rungutan" and prepare question/conduct evaluation after training. 		
Root Cause Analysis:	<ol style="list-style-type: none"> Management were not follow up effectiveness after training done on SOP for "Menangani Aduan dan Rungutan". 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	2. Management were not diversified the way of communication on SOP Menangani Aduan Melalui Jawatankuasa Wanita” to suit all workers understanding.
Corrective Actions:	<ol style="list-style-type: none"> 1. To discuss in management meeting the way to follow up regarding SOP for “Menangani Aduan dan Rungutan” after training conducted. 2. To discuss in KKD meeting for another way to communicate for SOP Menangani aduan melalui jawatankuasa wanita” to suit all workers understanding. 3. Yearly monitoring through Sustainability internal audit & Sustainability Unit (FGVPM & FGVPI).
Assessment Conclusion:	<p><u>Critical NC Close Out On-Site Verification</u></p> <ol style="list-style-type: none"> 1. FGVPI SB Waha POM Training was conducted in the mill on Complaint and Grievance Procedure on 10/02/2022 for all staffs and workers. Assessment forms were provided and filled by the staffs and personals to demonstrate their understanding of the training. Interview with sampled workers indicated that the workers were trained and they understand the complaints and grievance procedures and the methods to raise a complaints to the management. 2. FGVPM Bukit Aping Selatan Estate <ol style="list-style-type: none"> a. Mesyuarat KKD (Kelab Keluarga & Dayabudi) & Aduan Dan Rungutan have conducted its meeting on 07/02/2022 for all estate female workers. Upon completion on the meeting an assessment form was provided to the participants to assess the understanding of the participants with the documents available for verification. b. The management have diversified its methods on ensuring the workers understand the complaints and grievance procedure by personally explaining the contents of the procedure for those who have trouble reading. A video was provided showing the explanation of the management done to the workers. Interview with the workers indicated that they are aware and understand the complaints and grievance procedures. c. The effectiveness of the yearly monitoring through Sustainability Internal Audit will be further verified during following surveillance assessment. <p>The evidence provided was deemed sufficient to address the provided Correction and Corrective Action Plan. Therefore the Critical Non-conformity is successfully closed. Further compliance will be verified during the following surveillance assessment.</p>

Non-conformity			
NCR Ref #	2152169-202201-N1	Date Issued	13/01/2022
Due Date	Next Surveillance Audit	Date of nonconformity Closure	“Open”

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Clause & Category (Critical / Minor)	3.7.3 (Minor)
Statement of Nonconformity:	The understanding and interpretation of the Mass balance Records were unable to be demonstrated by the PICs.
Requirement Reference:	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.
Objective Evidence:	Relevant personals responsible for the RSPO SCCS in the mill were unable to fully understand and interpret the Mass Balance Record (<i>Laporan Tahunan BTS/CPO/KERNEL ISCC/RSPO/MSPO 2021</i>). Therefore, a minor nonconformity was raised.
Corrections:	<ol style="list-style-type: none"> Evidence Group Sustainability HQ (SCCD) Conduct New training for Supply Chain for New PIC To appointed New person in charge to handle Supply Chain related.
Root Cause Analysis:	Due to changes in Person in charge (PIC), new PIC not yet train for RSPO SCCS Training.
Corrective Actions:	Management to decide and discuss in management meeting to submit 2 person who handling supply chain for join the training for back up PIC
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.

Non-conformity			
NCR Ref #	2152169-202201-N2	Date Issued	13/01/2022
Due Date	Next Surveillance Audit	Date of nonconformity Closure	"Open"
Clause & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	The contractor was unable to demonstrate compliance to relevant legal applicable laws.		
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:	<ol style="list-style-type: none"> 2 employment contracts for contractor`s workers (Vasan Enteprise and Perniagaan Safei and Sahran) has been sampled which stated that total public holiday is 10 day including 4 mandatory public holiday. It is contradicted with Employment act clause 60(d) which stated total public entitled is 11 days including 5 mandatory public holidays. As stated in the Employees Provident Fund Act 1991 section 43, Subject to the provisions of section 52, every employee and every employer of a person who is an employee within the meaning of this Act shall be liable to pay monthly 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>contributions on the amount of wages at the rate respectively set out in the Third Schedule. However, there is no evidence of contribution has been made for 2 contractors (Hudin Enterprise and Vasan Enterprise).</p> <p>c. Sample of pay slips for contractor workers has been taken in FGVPM Bukit Aping Selatan Estate. There is evidence that all contractor provide pay slips to their workers and has been confirmed through interview. However, sighted that some information has not been stated in the pay slips for Hudin Enterprise and contradicted with Employment Regulation 1957 requirement.</p>
Corrections:	<ol style="list-style-type: none"> 1. To appointed New person in charge to handle compliance for Employment Contracts among contractors. Jabatan Tenaga Kerja Wilayah (JTK) will monitor every 6 months. 2. Management to ensure all workers in comply with employment act through monthly payroll review for each employee thru meeting with contractors every 6 months.
Root Cause Analysis:	No enforcement by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues.
Corrective Actions:	No enforcement by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.
PF 3	Well maintained labour quarters at the mill and all estates.
PF 4	Generally well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2013042-202101-M1	Date Issued	21/01/2021
Due Date	21/04/2021	Date of nonconformity Closure	12/03/2021
Clause & Category (Critical / Minor)	3.4.3 - Critical		
Statement of Nonconformity:	The social management plan was not reviewed and updated regularly in a participatory way as per SOP.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>1. The management plan is last reviewed on 22/02/2018 in Bukit Aping Selatan Estate and is not reviewed before 2 years as stated in the procedure <i>Penilaian Impak Sosial (SIA)</i> with Doc. No.: FGV/ML-1A/L2-Pr21, Issue 1 dated March 2019, Clause 6.5.4.</p> <p>2. Besides, the issues raised during the stakeholder meeting conducted on 20/12/2020 in Bukit Aping Selatan Estate was not incorporated into the management plan as per the SOP.</p>		
Corrections:	<p>1. Updating and prepare on action plan within 2 years included on issued raised during the stakeholder meeting conducted on 20/02/2020 in Bukit Aping as well.</p> <p>2. Conducting SIA assessment by year 2021 as per new SIA SOP by Sustainability Officer</p>		
Root Cause Analysis:	No capturing on issued raised during the stakeholder meeting conducted on 20/2/2020 in Bukit Aping as well as no updating new management plan within 2 years as per SOP due to no monitoring from management.		
Corrective Actions:	The management to monitor and discuss this issue in a periodic management meeting every 6 months.		
Assessment Conclusion:	<p><u>Major NC Close Out</u></p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed as follows:</p> <p>The operating units has conducted Social Impact Assessment for 2021 as per Social Impact Assessment Report, Kompleks Waha (FGVPI Kilang Kelapa Sawit Waha and FGVP M Ladang Sawit Bukit Aping Selatan) rev. 02 January 2021 by the Sustainability Compliance & Certification Department. Refer report no. SIA Komplek FGV Waha/2021. base on the SIA conducted, the operating units has established Social Mitigation Improvement plan as per "Lampiran 3 : Pelan Mitigasi Syor Penambahbaikan Impak Sosial (Negatif) di Ladang Sawit FGVP M Bukit Aping Selatan".</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 21/04/2021.</p>		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p><u>ASA 3 Verification</u></p> <p>Social impact assessment for FGVPISB Waha POM and FGVPB Bukit Aping Selatan has been conducted and published on January 2021. The assessment has done by sustainability compliance and certification department, group sustainability division, FGV Holdings, Mr Azwan Muhammad and Mr Ahmad Akram Abdul Jalal. There is evidence that the assessment has involved the affected stakeholder such as internal workers (local and foreigner), contractor workers, neighbouring estates and communities and FFB supplier.</p> <p>The outcome for the assessment has been classified into 2 categories (positive and negative). As per conclusion in the assessment mentioned that there is no significant negative impact of POM and estate operation to the stakeholders. It has been confirmed by the auditor through the stakeholder’s consultation during the audit.</p> <p>Management plan for social impact assessment (SIA) for both POM and estates has been established in the document title “Pelan Pengurusan (Management Plan) bagi Impak Sosial (negative). However, recommendation by the assessor for the management plan has been attached in the same report. Sample has been taken 2 issues that has been classified as extreme which related domestic waste collection that only been done once a weeks and contractor workers are not aware about public holiday.</p> <p>There is evidence that social management plan that has been established and implemented for both estate. For domestic waste, the management has purchase more dustbin as short term plan, and for medium term plan, the management will discuss with the contractor to increase the frequency for rubbish collection. Therefore the raised critical non-conformity remains closed.</p>
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Non-conformity			
NCR Ref #	2013042-202101-M2	Date Issued	21/01/2021
Due Date	21/04/2021	Date of nonconformity Closure	12/03/2021
Clause & Category (Critical / Minor)	6.2.3 - Critical		
Statement of Nonconformity:	There is no evidence of legal compliance to the Employment Act 1955 was sighted.		
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:	<p><u>FGVPISB Waha POM:</u></p> <p>Sighted punch card and summary of overtime for one of the female workers (Employee No.: 1212205) in Waha POM has worked until 10.15pm on 31/12/2020. The mill does not have the approval from the authority to allow female workers to work at night. This is not complied with Employment Act 1955, Section 34(1).</p> <p><u>Bukit Aping Selatan Estate:</u></p>		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<ol style="list-style-type: none"> 1. Reviewed the payslip for contractor’s workers (Hudin Enterprise – I/C No.: 911026-01-64XX) found that the payment of wages was made on 11th of the following month which is later than 7th of the following month as per Employment Act 1955, Section 19 (1). 2. Bukit Aping Selatan Estate has engaged contractors for various activities. Sampled the workers’ payslips for the contractors as below: Hudin Enterprise: - I/C No.: 911026-01-6447 (Driver transporting FFB) <p>Reviewed the payslips and Daily Entry Contract for September and December 2020 found that he has worked on the rest day on 25/09/2020, 11/12/2020 and work on public holiday on 16/09/2020 (Malaysia Day). However, he did not pay as per the Employment Act 1955 for work on rest day (Section 60(30)(a) and work on public holiday (Section 60D(3)(a)(i).</p>
<p>Corrections:</p>	<p>Immediate Action: FGVPISB Waha POM: Mill to apply the JTK permit for female work on nightshift.</p> <p>FGVPM Bukit Aping Selatan:</p> <ol style="list-style-type: none"> 1. Management to ensure all workers in comply with employment act especially on payment of wages on every 7th of the following month 2. Management to ensure all workers in comply with employment act especially pay the worker who work on public holiday and rest day.
<p>Root Cause Analysis:</p>	<p>No monitoring and enforcement from Management and person in charge to comply with the legal issues .</p>
<p>Corrective Actions:</p>	<p><u>FGVPISB Waha POM</u></p> <ol style="list-style-type: none"> 1. Letter of Instruction from management to the AM and officers appointed for review & legal changes to ensure that every legal requirement in the legal register is reviewed and fully enforced by periodically every 6 months. 2. The management should conduct training and provide information on the duties / responsibilities on compliance and legal register. <p><u>FGVPM Bukit Aping Selatan</u></p> <ol style="list-style-type: none"> 1. The person incharge needs to ensure that employment contract are complied with for each worker. 2. Letter for Instruction from the management, so that all person in charge will responsible on compliance and legal register
<p>Assessment Conclusion:</p>	<p><u>Major NC Close Out</u></p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence verified</p> <p>The Mill and Estate Management has appointed the Assistants Managers as Person Responsible to monitor the legal compliance in the operating units as per appointment letter dated 10/02/2020. In the appointment letter stated the Job</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>Description of the Person Responsible including to ensure the mill, estate and contractors comply with all legal and requirements applicable.</p> <p>The mill has applied for Woman Working at Night Permit from Labour Department as per letter no. (31) 4058/WH/840A/13 dated 24/01/2021. However, the application has yet to be approved by the Labour Department. While waiting for the approval, the mill management has issued internal memo to prohibit all woman workers to work at night after 10.00 p.m as per memo with ref. no (12) 4058/WH/840/02 dated 18/01/2021. The mill has conduct briefing regarding the matters to all related personnel on 18/01/2021.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 21/04/2021. The effectiveness of implementation will be assessed during next assessment.</p> <p><u>ASA 3 Verification</u></p> <p>As per verification through interview with the management of FGV PISB Waha POM, there is no longer women working in night shift. Base on the list of workers and overtime records (thumb print records) and interview, it is confirmed that, there is no women workers working in night shift.</p> <p><u>FGVPM Bukit Aping Selatan.</u></p> <p>3 samples of contractor has been taken by auditor which are Hudin Enteprise, Vasan Construction Enteprise and Perniagan Shafei & Sahran. Base on the pay slips (March, July and October 2021), stated that all salary payment has been done before 7th and all the workers has been paid accordingly for public holiday and rest day. It also has been further verified with the contractor`s workers itself and confirmed above evidence. Therefore, the critical non-conformity remains closed.</p>
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Non-conformity			
NCR Ref #	2032442-202103-M1	Date Issued	12/03/2021
Due Date	10/06/2021	Date of nonconformity Closure	25/05/2021
Clause & Category (Critical / Minor)	3.4.3 - Critical		
Statement of Nonconformity:	The environmental management plan was not effectively implemented		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Sighted during site visit at Waha palm Oil Mill, there evidence of the Environmental management plan was not effectively implemented at area as follows:</p> <ol style="list-style-type: none"> 1. At diesel tank area, there is evidence of diesel spillage at the vehicle refuelling area. 2. There is storage area at the workshop to store items such as chemical, paint and lubricant oil left without spillage prevention. 3. There is evidence of lubricant spillage under contractor lorry at the vehicle/machinery repair area. 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Corrections:	<ol style="list-style-type: none"> 1. Management to conduct weekly basis on lubricant store, diesel tank area and provide picture before and after at cleaning program at store and other workstation. 2. Appoint person in charge to conduct weekly basis o workstation inspection
Root Cause Analysis:	<p>FGVPISB WAHA POM:</p> <p>No monitoring and enforcement from Management and person in charge to monitor the spillage of lubricant.</p>
Corrective Actions:	<p>Management to meeting on environmental management to workers every 6 months.</p>
Assessment Conclusion:	<p>Major NC Closed Out</p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed</p> <p>The mill has conducted cleaning and resurfacing at the diesel skid tank and lubricant store area. All vehicle are required to used drip tray during refuelling diesel at skid tank area</p> <p>The mill has install additional bund for spillage prevention at the storage area at the workshop.</p> <p>The mil has upgraded the drainage system and collection sump at the diesel skid tank area to prevent diesel spillage.</p> <p>The mill has appointed Operation Supervisors, Store Clerk, Asst. Store Clerk and Foreman as person responsible to monitor and conduct inspection at the diesel and lubricant store as per appointment letter dated 04/01/2021</p> <p>Spillage monitoring was conducted on weekly basis and recorded in "Rekod Pemantauan Diesel" for. Reviewed the monitoring records for the month of March till May 2021.</p> <p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p> <p><u>ASA 3 Verification</u></p> <p>Site visit was made to the workshop area and mill complex on 10/01/2022. The following works are sighted and verified.</p> <ol style="list-style-type: none"> a. The mill has cleaned up the storage area of the diesel skid tank and lubricant store area. b. Drip trays were placed and always used during refuelling diesel at skid tank area and the lubricant store area. c. The mill has install additional bund for spillage prevention at the storage area at the workshop. d. The mil has upgraded the drainage system and collection sump at the diesel skid tank area to prevent diesel spillage.

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>e. Supervisors, Store Clerk, Asst. Store Clerk and Foreman are the responsible personnel to monitor and conduct inspection at the diesel and lubricant store as per appointment letter dated 04/01/2021.</p> <p>As such the NCR raised remains closed and concluded.</p>
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Non-conformity			
NCR Ref #	2032442-202103-M2	Date Issued	12/03/2021
Due Date	10/06/2021	Date of nonconformity Closure	25/05/2021
Clause & Category (Critical / Minor)	7.3.3 - Critical		
Statement of Nonconformity:	Open fire was used for waste disposal.		
Requirement Reference:	The unit of certification does not use open fire for waste disposal.		
Objective Evidence:	<p>During site visit to the housing complex of Waha POM found burning of trashes at several spots in Block H's houses specifically at Block H8, H9, H10, H12 and near to the football field.</p> <p>Previous minor non-conformance NCR Ref# 1871591-202001-N1 did not close effectively and thus, the non-conformance escalated to major non-conformance.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Management to conduct weekly basis on linesite inspection and provide picture before and after at cleaning program linesite inspection 2. Appoint person in charge to conduct weekly basis on linesite inspection 		
Root Cause Analysis:	No monitoring on zero burning for workers due to lack of awareness conducted as well as no monitoring on weekly inspection for linesite inspection by management		
Corrective Actions:	<ol style="list-style-type: none"> 1. Appoint person incharge for management to monitor the issue of disposal of solid / domestic wastes by regular monitoring every 6 months by Person in charge. 2. Management to conduct awareness on domestic waste management as well as zero burning to workers every 6 months. 3. To conduct training for worker regarding zero burning 		
Assessment Conclusion:	<p>Major NC Closed Out</p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed</p> <p>The mill has appointed persons responsible to monitor incident of open burning at the housing area as per appointment letter dated 04/01/2021. The mill monitored the incident of open burning on weekly basis and recorded in "Rekod Pemantauan Pembuangan Sisa Pepejal/Sampah". Reviewed the monitoring records for the month of March till May 2021.</p>		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>The mill has conducted training on prohibition of open burning on 30/04/2021. Signboard and posters on prohibition of open burning was erected at the mill and linsite area.</p> <p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021. The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p> <p><u>ASA 3 Verification</u></p> <p>Site visit on 10/1/2022 at the mill housing complex confirmed that there are no more evidences of waste been disposed by fire and also there was no sign of open burning in the area. Training records and signage were available and verified during the audit.</p> <p>As such the NCR raised remains closed and concluded.</p>
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Non-conformity			
NCR Ref #	2032442-202103-M3	Date Issued	12/03/2021
Due Date	10/06/2021	Date of nonconformity Closure	25/05/2021
Clause & Category (Critical / Minor)	7.3.2 - Critical		
Statement of Nonconformity:	Proper disposal of waste material was not demonstrated effectively.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	FGV has developed Pengurusan Pelupusan Sisa Domestik procedure (Doc. No.: FGV/ML-1A/L2-Pr23, Rev. 2 dated 01/04/2019) to ensure all the domestic wastes generated from housing, office and mill are handling appropriately to minimize the impact towards health and environment. During site visit to the housing complex (Block H) in Waha POM found the that the domestic wastes are not disposed according to the procedure. Recycle wastes such as plastic bottles and plastic bag, and other wastes such as pillow, old bicycle and sofa were found disposed around the houses and some dumped into man-made dump pit next to the block H7, H8, H9, H10 and next to the football field.		
Corrections:	<ol style="list-style-type: none"> 1. Prepare the document on waste management based on sources of waste and how to manage the disposal of waste responsibly. 2. Record all the types of waste management and mechanism to dispose the waste based on waste types eg (SW, Solid waste and domestic waste) 		
Root Cause Analysis:	Mill management not prepare and monitor on waste management plan due to changes on person in charged.		
Corrective Actions:	<ol style="list-style-type: none"> 1. Appointment letter for new person in charge. 		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>2. Continuous training on monitoring waste management to new person in charge.</p> <p>3. Evidences from mill how to dispose the waste according waste management developed.</p>
Assessment Conclusion:	<p>Major NC Closed Out</p> <p>Due to Movement Control Order in Malaysia, the Major Non-conformity close out has been conducted remotely.</p> <p>Evidence reviewed</p> <p>The meeting on environmental management was conducted every 6 months. Reviewed the minutes meeting dated 29/03/2021.</p> <p>The mill has appointed persons responsible to monitor domestic waste collection at the housing area as per appointment letter dated 04/01/2021. The mill monitored the domestic waste collection on weekly basis and recorded in "Rekod Pemantauan Pembuangan Sisa Pepejal/Sampah". Reviewed the monitoring records for the month of March till May 2021.</p> <p>The Mill has appointed the contractor to handle the domestic waste collection as per "Surat Perintah Kerja" with ref. no. 3301468899/1301118881.</p> <p>The evidence submitted were adequate and the Major NC is effectively closed on 25/05/2021. The effectiveness of implementation will be assessed during next assessment.</p> <p><u>ASA 3 Verification</u></p> <p>The mill monitored the domestic waste collection on weekly basis and recorded in "Rekod Pemantauan Pembuangan Sisa Pepejal/Sampah". Reviewed the monitoring records for the month of Oct - Dec 2021. All domestic waste are disposed to Majlis Daerah Pengerang landfill located at Bukit Tuwatau collected on 2/3x weekly. Evidences of collection were sighted and verified via payment made to the transporter. Document dated 02/11/2021 and receipt date TP 2515 was sighted and verified. The housing area is shown that effort being made to enhance the housekeeping standard with proper waste storage and collection</p> <p>As such the NCR raised remains closed and concluded.</p>

Non-conformity			
NCR Ref #	2032442-202103-N1	Date Issued	4.2.2 - Minor
Due Date	13/01/2022	Date of nonconformity Closure	Raised as Critical Due to Reoccurrence during ASA3
Clause & Category (Critical / Minor)	4.2.2 - Minor		
Statement of Nonconformity:	Complaint procedure was not effectively implemented.		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Objective Evidence:	Interviewed with workers in Bukit Aping Selatan Estate found that they had lodged complaint to the person in charge regarding the malfunction of fan in Block A hostel. They informed that they have lodged the complaint more than a month. However, no action has been taken. Document reviewed on the complaint and grievance book was not found any record related to the issue mentioned lodged into the book.
Corrections:	Compile details on grievances and evidences
Root Cause Analysis:	Management were not recorded resolved issue due to no awareness conducted to person in charge regarding grievances acceptance.
Corrective Actions:	Awareness training for person in charge for how to handle grievances according SOP.
Assessment Conclusion:	<p>As per interview with the workers at FGV PISB Waha POM, 75% of the workers were unable to demonstrate their understanding and awareness related to the complaint procedures. It also has been verified based on the training records for training that has been done 29/11/2021 but not covering all the workers.</p> <p>FGV Holdings Berhad has established internal procedure for resolution any disputes related to women in the document title "<i>Menangani aduan melalui jawatankuasa wanita</i>" document number FGV/ML-1A/L2-Pr14 dated 01/06/2016. Training for the procedure has been done through WhatsApp groups due to the COVID-19 pandemic, where the PDF file of the procedure has been shared. As per interview with one women worker, auditor found out that the worker is illiterate (writing/reading). The worker was unable to demonstrates her understanding on the complaint procedures. Concern has been raised on the effectiveness of the training especially for the illiterate parties.</p> <p>Hence, the minor non conformities as could not be closed and therefore escalated as a Critical non-conformity during this assessment.</p>

Non-conformity			
NCR Ref #	2032442-202103-N2	Date Issued	12/03/2021
Due Date	13/01/2022	Date of nonconformity Closure	13/01/2022
Clause & Category (Critical / Minor)	7.11.3 - Minor		
Statement of Nonconformity:	The engagement on fire prevention and control measures with adjacent stakeholders were not effectively implemented.		
Requirement Reference:	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		
Objective Evidence:	Bukit Aping Selatan Estate There is evidence of open burning activity done by the smallholders at area adjacent to P10P. However, there is no evidence of monitoring and reporting been done to relevant authorities been made by the estate.		
Corrections:	1. Estate management to conduct an awareness session stakeholder adjacent on zero burning policy		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Root Cause Analysis:	Lack of supervision & awareness to the staff and workers on open burning activity by stakeholder adjacent due to lack of communication with stakeholder adjacent.
Corrective Actions:	<ol style="list-style-type: none"> 1. Management to conduct awareness on domestic waste management as well as zero burning to workers/stakeholder every 6 months. 2. Appoint person in charge for management to monitor the issue of zero burning 3. Need to communicate with the stakeholder adjacent to estate program especially on environmental issues by email and discussion periodically.
Assessment Conclusion:	<p>FGV engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meeting of FGVPISB WAHA POM dated 17/09/2021 attended by 40 participants among others, describing the following: Taklimat SCOC (Supplier code of conduct (FGVHB))</p> <p>Details of SCOC as follows;</p> <ol style="list-style-type: none"> a. Safety Health and Environment b. Implementation of no open burning <ul style="list-style-type: none"> - Pelan Pengurusan Kebakaran Ladang FGVP - Pihak berkepentingan boleh melaporkan kepada FGV - Jika berlaku kebakaran di persempadanan kawasan ladang/kilang. Pihak ladang/kilang /pekebun kecil berhampiran juga boleh mendapatkan bantuan daripada FGV jika berlaku di kawasan mereka. c. Sustainability Policies d. Conflict of interest <p>Prior meeting was dated 02/03/2020 attended by 17 people having similar agenda of discussion. There were follow-ups on the briefing and other's commitment through stakeholder feedback in a form distributed by the mill/estate dated 17.09.2021 which was sighted and verified.</p> <p>As such the NCR raised is closed and concluded.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	NA

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1652907-201804-M1	Major	4.6.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M2	Major	4.6.5	19/07/2018	Closed out on 3/1/2019
1652907-201804-M3	Major	4.7.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M4	Major	4.7.4	19/07/2018	Closed out on 3/1/2019
1652907-201804-M5	Major	4.8.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M6	Major	8.1.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M7	Major	5.1.1	19/07/2018	Closed out on 3/1/2019

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

1652907-201804-M8	Major	5.3.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M9	Major	5.2.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-N1	Minor	4.5.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N2	Minor	4.8.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N3	Minor	4.5.3	19/07/2018	Closed out on 8/1/2020
1652907-201804-N4	Minor	4.7.5	19/07/2018	Closed out on 8/1/2020
1652907-201804-N5	Minor	5.6.3	19/07/2018	Closed out on 8/1/2020
1871591-202001-M1	Major	6.2.4	08/01/2020	Closed out on 31/3/2020
1871591-202001-M2	Major	2.1.1	08/01/2020	Closed out on 31/3/2020
1871591-202001-N1	Minor	7.3.3	08/01/2020	Escalated to Major NC. Refer 2032442-202103-M2
2013042-202101-M1	Major	3.4.3	21/01/2021	Closed on 21/04/2021
2013042-202101-M2	Major	6.2.3	21/01/2021	Closed on 21/04/2021
2032442-202103-M1	Major	3.4.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M2	Major	7.3.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M3	Major	7.3.2	12/03/2021	Closed on 25/05/2021
2032442-202103-N2	Minor	4.2.2	12/03/2021	Escalated to Critical due to Reoccurrence – ASA3
2032442-202103-N2	Minor	7.11.3	12/03/2021	Closed on 13/01/2022
2152169-202201-M1	Critical	3.6.1	13/01/2022	Closed on 03/03/2022
2152169-202201-M2	Critical	4.2.2	13/01/2022	Closed on 03/03/2022
2152169-202201-N1	Minor	3.7.3	13/01/2022	“Open”
2152169-202201-N2	Minor	2.2.2	13/01/2022	“Open”

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss FGV Waha Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal Stakeholders	Permanent workers (Local and foreigner)	Face to Face Interview
Internal Stakeholders	Chairman of workers union – FGVPISB Waha POM	Face to Face Interview
Internal Stakeholders	Contractor`s workers	Face to Face Interview
Internal Stakeholders	Gender committee - Representatives	Face to Face Interview
Contractors	Perniagaan Safei & Safran	Face to Face Interview
Government Departments	Headmaster Sekolah Kebangsaan Bandar Easter	Face to Face Interview
External Stakeholders	Head of village, FELDA Bukit Waha	Face to Face Interview
FFB Supplier	Pineapply Camey Sdn Bhd (FIMA)	Face to Face Interview
FFB Supplier	Wan Lee Hen	Face to Face Interview
External Stakeholders	Felda Technoplant - FELDA Bukit Waha	Face to Face Interview

Stakeholders comment	
1	<p>Feedbacks: Most of the stakeholders responded that both FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate maintain good relationship with that stakeholders.</p> <p>Audit Team verification and response: No further verification required</p>
2	<p>Feedbacks: There is some stakeholders respond that they are not aware about complaint procedure for both FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate</p> <p>Audit Team verification and response: As per interview with the workers at FGVPISB Waha POM, 75% of the workers is unable to demonstrate their understanding and awareness related to the complaint procedure. It also has been verified base on the training records for training that has been done 29/11/2021 but not covering all the workers FGV Holdings Berhad has established internal procedure for resolution any disputes related to women in the document title "<i>Menangani aduan melalui jawatankuasa wanita</i>" document number FGV/ML-1A/L2-Pr14 dated 01/06/2016. Training for the procedure has been done through WhatsApp's group due to pandemic COVID 19 where the PDF file of the procedure has been shared. As per interview with one women workers, auditor found out that the workers is illiterate (writing/reading). The workers unable demonstrates her understanding on the complaint procedure. Concern has been raised on the effectiveness of the training especially for the illiterate parties. A Critical Nonconformity has been raised on this matter during the assessment.</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

3	<p>Feedbacks: FFB supplier (Pineapply Camey Sdn Bhd (FIMA),Wan Lee Hen,Felda Technoplant- FELDA Bukit Waha There were no negative issues highlighted by the FFB suppliers, where the process of delivering, receiving and pricing and has been explained by the management of POM. Mentioned also that payment has been done accordingly as per contract agreement and stakeholders can demonstrate their understanding on how it is being calculated.</p>
	<p>Audit Team verification and response: No further verification required</p>
4	<p>Feedbacks: Government agencies (Headmaster Sekolah Kebangsaan Bandar Easter) As per headmaster of Sekolah Kebangsaan Bandar Easter, more than 75% kids of Waha complex studied in that school. Kids have been sent and picked up by FGV transport. There are no negative issues that have been highlighted during the interview, where good relationship has been established by both parties. Contribution has been made by the estate to the school for gotong-royong activities and has been requested by school through the communication and consultation procedure.</p>
	<p>Audit Team verification and response: No further verification required</p>
5	<p>Feedbacks: Contractor-Perniagaan Safei & Sahran The contractor has been doing business with FGV more than 15 years. As mentioned, contract agreement has been signed and renewed every 3 years and other than that, contractor also need to sign Supplier Code of Conduct (SCOC) that mentions compliance on legal requirement and labour issues. It was also verified that payment has been made accordingly as per payment term. Contractor also able to show his understanding on compliance of legal requirement.</p>
	<p>Audit Team verification and response: No further verification required</p>

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


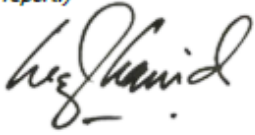
Previous land owner / user comment	
NA	Feedbacks: NA
	Audit Team verification and response: NA

3.5 Impartiality and conflict of interest

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

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Waha Palm Oil Mill and Supply Base has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Waha Palm Oil Mill and Supply Base is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<p>Name: VIJAY KANNA PAKIRISAMY</p>	<p>Name: NOROLSAIFUL HAZRI BIN HAMID</p>
<p>Company Name: BSI SERVICES (MALAYSIA) SDN BHD</p>	<p>Company Name: FGV HOLDINGS BERHAD</p>
<p>Title: CLIENT MANAGER</p>	<p>Title: Sustainability Manager</p>
<p>Signature:</p> 	<p>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></p> 
<p>Date: 05th MARCH 2022</p>	<p>Date: 05 MAR. 2022</p>

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>Memo for the management of FGVPISB Waha POM has been disseminate to all stakeholders regards to document that are specified in the RSPO P&C that are available for public dated 05/10/2021 and for FGVP M Bukit Aping Selatan Estate, memo has been sent to all stakeholders on 11/01/2021 .</p> <p>List of documents that made publicly available as below:</p> <ol style="list-style-type: none"> Land title OSH plan Environmental and social management plan SEIA report HCV report Complaint and grievance procedure Land dispute procedure Policies such as Human Rights and Group Sustainability <p>Besides, documents such as company's policies, Supplier Code of Conduct and grievance procedure is accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>There is evidence that information that has been provided is appropriate language which is Bahasa Malaysia and has been confirmed accessible by the stakeholders base on the interview.</p>	Complied

1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>For FGV PISB Waha POM, request for any information has been recorded in the form title "Borang permohonan informasi, FGV PISB Waha POM". In 2021, there are only 3 requests for information and all from government bodies. While Bukit Aping Estate, there is no request of information has been received for year 2021. It was verified that the management of the mill and estate have responded to all request and inquiries in a timely manner with acknowledgement and date of acknowledgement available for verification.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for consultation and communication has been documented in the document title "Komunikasi, penglibatan, dan rundingan" document number FGV/FGVPM/II/IMS/15/006. There is evidence that the procedure has been communicated to all stakeholders by both POM and estate.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>FGV PISB Waha POM and FGVPM Bukit Aping Selatan Estate has established List of Stakeholders where details of the stakeholders such as address, contact person and contact numbers are available in the stakeholder list. Stakeholders comprise of government authorities, suppliers, contractors, local communities, schools and external FFB suppliers.</p>	Complied
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment with regard to sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated</p>	Choose an item.

		<p>01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>Supplier Code of Conduct was available in the company’s website (Doc. Version: 01/05/2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad. The policies are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>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:</p> <p><u>FGVPISB Waha POM</u></p> <ul style="list-style-type: none"> a. Burhanuddin bin Azid b. Watisas Sdn Bhd c. Hamidah Aziz <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ul style="list-style-type: none"> a. Hudin Enteprise b. Perniagaan Safei dan Sahran c. Vasan Enteprise <p>FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p>	<p>Complied</p>

Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>FGVPISB Waha POM and its Supply Bases continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law. Among others, the licenses/permit verified were:</p> <p><u>FGVPISB Waha POM</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 500171704000; License Validity Period: 01/04/2021 - 31/03/2022 2. DOE License (Compliance Schedule); License Number: 004743; Reference Number: AS(B)J31/152/000/018; License Validity Period: 01/07/2021 – 30/06/2022. 3. Energy Commission License has been requested for renewal on 23/06/2021 by the mill. Application Number: OSJB2306202100222L. The license has not been obtained yet. 4. License to Divert and Extract River Water (BAKAJ); File Number: BAKAJ/334/300/05/08/08/06; License Number: 08/A/KT/007; License Expiry Date: 31/12/2021. License Renewal has been requested on 29/11/2021 pending approval from BAKAJ. Verified the License Renewal payment receipt (Receipt Number: 21BQTR0500857) <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 616064002000; License Validity Period: 01/01/2022 – 31/12/2022; Estate Area: 1142.65 Ha. 	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>2. Permit Khas Barang Kawalan Berjadual; Serial Number: PK (J005986); Reference Number: KPDNKK.J.KTG/PERMIT KHAS 0618 (PD); Description: Diesel (200 Litres/Day) & Petrol – Ron 95 (100 Litres/Day); License validity Period: 23/11/2021 – 22/05/2022.</p> <p>3. JTK Permit – Salary Deduction Permit; permit Reference Number: PP2/34/99; Permit Enforcement Date: 01/07/2006.</p>	
<p>2.1.2</p>	<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>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legal and Other Requirements (FPI/L2/QOSHE 2.0, 29/11/2016).</p> <p>The applicable legal requirements for the mill and estate were registered in “Daftar Perundangan dan Lain-lain Keperluan” (Register of Legal and Other Requirements) (FPI/L4/QOSHE-2.1 Pind 0) which was last updated on:</p> <ol style="list-style-type: none"> 1. FGVPI SB Waha POM: 25/11/2021 2. FGVPM Bukit Aping Selatan Estate: 27/10/2021 <p>The register has info about Legal and Other Requirements, Reference Number, Name of Act, Act Number, Legal Registration Number, Date of Update and Date of ECMS entry.</p> <p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office. Sighted the latest review to include new updates for Akta Pencegahan & Pengawalan Penyakit Berjangkit 1988 (Langkah Di Dalam Kawasan Tempatan Jangkitan)(No.7) 2020 [P.U (A) 181], Akta Keselamatan Sosial Pekerja 1969, Akta Hari Kelepasan Mingguan 1950, Akta Kumpulan Wang Simpanan Pekerja 1991 and Akta Senjata 1960.</p>	<p>Complied</p>

		On the site verification, interviews with office personnel and records indicate that the system is appropriate to the operation. Tracking system on any changes in the law had been well implemented.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within Waha POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within FGVPISB Waha POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.	Complied
2.2.2	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. - Minor compliance -	All contractors and FFB suppliers contracts contains specific clauses on meeting applicable legal requirements as per stated in the Supplier Code of Conduct, FGV Holdings Berhad. Reviewed sampled contracts and Supplier Code of Conducts as follows: <u>FGVPISB Waha POM</u> Agreement between contractor dated 21/09/2021 a. Agreement between FFB supplier Watisas Sdn Bhd. b. Agreement between FFB supplier Hamidah Azis <u>FGVPM Bukit Aping Selatan Estate</u> a. Hudin Enteprise b. Perniagaan Safei dan Sahran c. Vasan Enteprise.	Non-compliance

		<p>As sample of 2 employment contract for contractor`s workers (Vasan Enterprise and Perniagaan Safei and Sahran), stated that total public holiday is 10 day including 4 mandatory public holiday. It is contradicted with Employment act clause 60(d) which stated total public entitled is 11 days including 5 mandatory public holidays.</p> <p>As stated in the Employees Provident Fund Act 1991 section 43, Subject to the provisions of section 52, every employee and every employer of a person who is an employee within the meaning of this Act shall be liable to pay monthly contributions on the amount of wages at the rate respectively set out in the Third Schedule. However, there is no evidence of contribution has been made for 2 contractors (Hudin Enterprise and Vasan Enterprise) and Minor NC has been raised under this indicator.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All contractors and FFB suppliers contracts contains specific clauses contain clauses disallowing child, forced and trafficked labour as per stated in the Supplier Code of Conduct, FGV Holdings Berhad. Reviewed sampled contracts and Supplier Code of Conducts as follows:</p> <p><u>FGVPISB Waha POM</u></p> <p>Agreement between contractor dated 21/09/2021:</p> <ul style="list-style-type: none"> a. Agreement between FFB supplier Watisas Sdn Bhd. b. Agreement between FFB supplier Hamidah Azis <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ul style="list-style-type: none"> a. Hudin Enterprise b. Perniagaan Safei dan Sahran 	Complied

		c. Vasan Enterprise.	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill has 1 estate supplying FFB within the certification scope which is FGVPM Bukit Aping Selatan Estate and 25 supply base supplying FFB from outside the certification scope (13 estates, 7 dealers and 5 smallholders). The mill has compiled the evidences for all its suppliers on the information on geo-location of FFB origins, evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder, one or more supporting documents for claims and valid MPOB license. Sampled the documents as below:</p> <p><u>Estates</u></p> <ol style="list-style-type: none"> 1. FTPSB Bukit Aping Barat; MPOB License No: 500925402000; MPOB License Expiry Date: 31/03/2022; Estate Area: 1883.10 Ha. 2. FTPSB Bukit Waha; MPOB License No: 500849502000; MPOB License Expiry Date: 31/03/2022; Estate Area: 1482.90 Ha. <p><u>FFB Dealer</u></p> <ol style="list-style-type: none"> 1. Perniagaan Bingan Jaya; MPOB License (Purchase and Sell FFB) No: 546328015000; MPOB License Expiry Date: 31/01/2022; Dealer Land Area: 8.095 Ha. 2. Aras Keysha Enterprise; MPOB License (Purchase and Sell FFB) No: 618863015000; MPOB License Expiry Date: 31/10/2022; Dealer Land Area: 4.0089 Ha. <p><u>Smallholders</u></p> <ol style="list-style-type: none"> 1. Soon Ker Lang Realty Sdn Bhd (Soon Koi Teck); MPOB License No: 787646001007; MPOB License Expiry Date: 30/09/2024; Smallholder Land Area: 35.3041 Ha. 	Complied

		2. Moideen Bin Saidu; MPOB License Number: 454247701000; MPOB License Expiry Date: 31/07/2022; Smallholder Land Area: 27.85 Ha.	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	There are 7 collection centres registered in the mill's list of FFB suppliers. The mill is in the process of obtaining the information mentioned in Indicator 2.3.1 of the indirectly sourced FFB.	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	FGVPISB Waha POM and supply base have established and implemented its commitment to a long term sustainability and financial viability through an operating expenditure /capital expenditure planning. The mill has a budget for financial year July-June comprises of the following components; a. Crop processed with anticipated extraction ratios including a 5-year forecast. b. Cost components include the following i. General charges statement - General charges - Cost of supervision/Cost of labour - Cost of other - Cost of RSPO/MSPO & Other Management system ii. Capital expenditure statement - Building, utilities, welfare - Plant & machinery - Office equipment	Complied

		<ul style="list-style-type: none"> - Furniture & fittings - Electrical installation <p>iii. Plant /Mill inclusive of processing /dispatch cost</p> <p>The five years planning horizon 2022-2026 was available for verification.</p> <p>Similarly, FGVPM Bukit Aping Selatan Estate possessed a similar budget format. Inclusive is a 5-year budget/forecast financial plan 2022-2026 allocating categories among others;</p> <ul style="list-style-type: none"> a. Crop yielding area b. Mature cost c. General charges/upkeep/collection/depreciation d. Cost/ha & cost /mt FFB e. CAPEX <p>Separately the cost of immature areas is also shown which among others comprises of the following items;</p> <ul style="list-style-type: none"> a. Labour statement / Allocation of wages / Labour benefit summary b. Yield statement oil palm c. Summary of vehicle and running schedule / Job allocation for vehicles d. Summary of workshop running schedule e. Summary of budget f. Summary of general charges g. CAPEX 	
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>The main key areas of the projections are as follows. Figures were excluded for reason of confidentiality.</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <table border="1" data-bbox="1137 475 1928 775"> <thead> <tr> <th></th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>747.47</td> <td>747.47</td> <td>747.47</td> <td>747.47</td> <td>653.04</td> </tr> <tr> <td>Immature Ha</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>94.43</td> </tr> <tr> <td>Total Planted Ha</td> <td>747.4</td> <td>747.47</td> <td>747.47</td> <td>747.47</td> <td>747.47</td> </tr> <tr> <td>FFB Tons</td> <td>15235</td> <td>15690</td> <td>15786</td> <td>16223</td> <td>14280</td> </tr> <tr> <td>Yield /Ha</td> <td>20.23</td> <td>20.99</td> <td>21.11</td> <td>21.70</td> <td>21.87</td> </tr> </tbody> </table> <p><u>FGVPISB Waha POM</u></p> <table border="1" data-bbox="1137 863 1928 1114"> <thead> <tr> <th></th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>FFB (mt)</td> <td>238K</td> <td>241K</td> <td>264K</td> <td>271K</td> <td>270K</td> </tr> <tr> <td>OER %</td> <td>21.78</td> <td>21.20</td> <td>21.40</td> <td>21.60</td> <td>21.70</td> </tr> <tr> <td>KER %</td> <td>5.25</td> <td>5.15</td> <td>5.20</td> <td>5.25</td> <td>5.30</td> </tr> <tr> <td>Utilization</td> <td>88.23</td> <td>89.17</td> <td>97.90</td> <td>100.6</td> <td>100.2</td> </tr> </tbody> </table> <p>MPOB has revised the mill approved FFB process to 270000 mt/year with capacity of 45 mt/hour.</p>		2022	2023	2024	2025	2026	Mature Ha	747.47	747.47	747.47	747.47	653.04	Immature Ha	0	0	0	0	94.43	Total Planted Ha	747.4	747.47	747.47	747.47	747.47	FFB Tons	15235	15690	15786	16223	14280	Yield /Ha	20.23	20.99	21.11	21.70	21.87		2022	2023	2024	2025	2026	FFB (mt)	238K	241K	264K	271K	270K	OER %	21.78	21.20	21.40	21.60	21.70	KER %	5.25	5.15	5.20	5.25	5.30	Utilization	88.23	89.17	97.90	100.6	100.2	
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3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The replanting program until 2026 were sighted for the FGVPM Bukit Aping Estate. This program is reviewed once a year (latest being Jan 2022) and is incorporated in their annual financial budget. The replanting program until year 2026 is as follows.</p>	Complied																																																																		

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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>There were meetings to discuss on issues related to sustainability status and compliance held by the estate and the mill. The minutes of meeting was established for all relevant meeting. Among others the agenda discussed were:</p> <ol style="list-style-type: none"> 1. Internal audit findings 2. Stakeholders feedback, 3. Produce Quality 4. complaint and grievance 5. Status of preventive and corrective actions 6. Changes that could affect the management system 7. Recommendation for improvement 				Complied														
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<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.</p>	<p>The estate and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have</p>				Complied														

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>- Critical (Major) compliance -</p>	<p>been developed based on the areas and issues of concern that have been raised. Among the plans highlighted were as below:</p> <p><u>FGVPISB Waha POM</u></p> <ol style="list-style-type: none"> To achieve yearly OER target at 21.25% To ensure Zero Accidents in the Mill Premises. To ensure BOD of Final Discharge is maintained below 20 PPM. <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <table border="1"> <thead> <tr> <th>Category</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td rowspan="6">Operation</td> <td>Mechanised spreader fertilizer application - Feb 22 - RM 15000</td> </tr> <tr> <td>Badang for in field collection - Mac 22</td> </tr> <tr> <td>Road grader for road maintenance</td> </tr> <tr> <td>BOB performance and monitoring</td> </tr> <tr> <td>Designated cattle grassing area</td> </tr> <tr> <td>Expansion of beneficial plant in the field</td> </tr> <tr> <td rowspan="2">Safety</td> <td>Badang Introduction - FFB collection</td> </tr> <tr> <td>Portable eye wash - RM 200</td> </tr> <tr> <td>Social</td> <td>Grass cutting at harvesting path to reduce chemical</td> </tr> <tr> <td rowspan="3">Environmental</td> <td>Monitoring of buffer zone conservation</td> </tr> <tr> <td>Recycling practices in the office and estates</td> </tr> <tr> <td>Campaign - environmental friendly</td> </tr> </tbody> </table>	Category	Details	Operation	Mechanised spreader fertilizer application - Feb 22 - RM 15000	Badang for in field collection - Mac 22	Road grader for road maintenance	BOB performance and monitoring	Designated cattle grassing area	Expansion of beneficial plant in the field	Safety	Badang Introduction - FFB collection	Portable eye wash - RM 200	Social	Grass cutting at harvesting path to reduce chemical	Environmental	Monitoring of buffer zone conservation	Recycling practices in the office and estates	Campaign - environmental friendly	
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3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>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. - Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of FGVPI Waha Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2021 for (social and environment metrics) and economic metrics from Dec 2020 – Nov 2021 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place. - 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 <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>	Complied

		<p>The standard operation procedure SOP for the estate operations is available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a. <i>Manual Ladang Sawit LESTARI on reviewed 01/06/2012</i> <ul style="list-style-type: none"> - <i>Sawit pra matang edisi II seksyen 3</i> b. <i>Manual Ladang Sawit LESTARI reviewed on 01/06/2012</i> <ul style="list-style-type: none"> - <i>Sawit matang edisi II seksyen 4</i> c. <i>Manual Ladang Sawit LESTARI 01/06/2012</i> <ul style="list-style-type: none"> - <i>Pembajaan sawit edisi II seksyen 5</i> d. <i>Prosedur Kerja Selamat</i> e. <i>Manual Kelestarian (Sustainability)</i> <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 regards to operation, finance as well as safety, health and welfare requirements. Other mechanism as described below.</p> <table border="1" data-bbox="1153 1114 1921 1394"> <tr> <td colspan="2" data-bbox="1153 1114 1921 1161">FGVPM Bukit Aping Selatan Estate</td> </tr> <tr> <td data-bbox="1153 1161 1406 1217">Areas</td> <td data-bbox="1406 1161 1921 1217">Action/Activities</td> </tr> <tr> <td data-bbox="1153 1217 1406 1353" rowspan="3">Daily</td> <td data-bbox="1406 1217 1921 1265">Supervision by field staff/Assist/Manager</td> </tr> <tr> <td data-bbox="1406 1265 1921 1353">Report of daily activities/costings/variation</td> </tr> <tr> <td data-bbox="1406 1353 1921 1394">WA group - digital supervision</td> </tr> </table>	FGVPM Bukit Aping Selatan Estate		Areas	Action/Activities	Daily	Supervision by field staff/Assist/Manager	Report of daily activities/costings/variation	WA group - digital supervision	Complied
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		Schedule	Quarterly ESH meeting		
			RC visits on field activities		
			Internal audits by GCAD/SHO		
			Annual EPMC		
			External audit RSPO /MSPO		
			HQ visits / Agronomist visits		
			Zone Head / Regional Controller visits		
		Medical /health	Visits by KKM		
			Annual medical surveillance.		
		FGVPISB Waha Palm Oil Mill			
		Areas	Action/Activities		
		Daily	Supervision by staff/Assist/Manager		
			Report of daily activities/costings/variation		
		Schedule	Quarterly ESH meeting		
			Internal audits by GCAD / SHO		
			Region SHO 2x/year visits		
			External audit RSPO /MSPO		
			Zone Head / Regional Controller visit.		
			Quarterly JPPK Gugusan Waha		
		Annual	Annual EPMC		

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		Medical surveillance													
		Quarterly JPPK Gugusan Waha dated 19/09/2021 minutes of meeting sighted and verified.													
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	Both the estate and mill audited 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/mill compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with RC/ZH. The following reports were reviewed and verified;	Complied												
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<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>															
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected	There were no new planting in FGVPM Bukit Aping Selatan Estate. This is verified through the following document/facts.	Complied												

	<p>stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>a. Hectare statement compared to the previous year.</p> <p>b. Interviews with the management</p> <p>c. Field visits and verification.</p> <p>The assessment of both the above was made in Social/Environmental Management Plan 2022 (<i>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang</i>) among others, aimed;</p> <p>a. To assess current condition based on identified potential aspects</p> <p>b. To verify presence of protected & conservation areas that could be significantly affected.</p> <p>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;</p> <ul style="list-style-type: none"> - <i>Jadual 1 Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling Ketara.</i> - <i>Jadual 2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang.</i> - <i>Jadual 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</p> <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding,</p>	
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		<p>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 2022. 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 2022 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, Regional SHO estates and mill personnel.</p>	
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<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The Social/Environmental Management Plan (<i>Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang</i>) for period 2022 is available for the CU. 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. Enhance understanding on safety guidelines in mill. g. Health awareness among employees. h. Audiometric test awareness among employees. <p>The aspect and impact analysis for all the mill/estate operations are documented on Jan 2022 and revised annually. In the comprehensive report, the study of aspect and impact are aimed to;</p> <ul style="list-style-type: none"> 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 	<p>Complied</p>
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		<p>d. Development and implementations.</p> <p>The aspect and impact covered the following activities/operations among others; <u>FGVPISB Waha POM</u></p> <table border="1" data-bbox="1153 531 1928 810"> <tr> <td>Effluent Treatment</td> <td>EFB Storage</td> </tr> <tr> <td>Engine Room Operations</td> <td>Laboratory</td> </tr> <tr> <td>Boiler Operations</td> <td>Workshop Operations</td> </tr> <tr> <td>CPO Storage</td> <td>Sterilization</td> </tr> <tr> <td>Diesel Reception/Storage</td> <td>Chemicals Storage</td> </tr> <tr> <td>Decanter Operation</td> <td>Scheduled Wastes Storage</td> </tr> </table> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <table border="1" data-bbox="1153 874 1928 1233"> <tr> <td>Poisoning of VOPs/ woodies</td> <td>Vehicle maintenance by contractors</td> </tr> <tr> <td>Circle Spraying</td> <td>EFB Application</td> </tr> <tr> <td>Management Of Empty Containers</td> <td>Fertilizer Storage /Application</td> </tr> <tr> <td>Rat Baiting</td> <td>Grass Slashing</td> </tr> <tr> <td>Diesel Reception</td> <td>Chemicals Storage</td> </tr> <tr> <td>Triple Rinsing</td> <td>Grading Of FFB</td> </tr> </table>	Effluent Treatment	EFB Storage	Engine Room Operations	Laboratory	Boiler Operations	Workshop Operations	CPO Storage	Sterilization	Diesel Reception/Storage	Chemicals Storage	Decanter Operation	Scheduled Wastes Storage	Poisoning of VOPs/ woodies	Vehicle maintenance by contractors	Circle Spraying	EFB Application	Management Of Empty Containers	Fertilizer Storage /Application	Rat Baiting	Grass Slashing	Diesel Reception	Chemicals Storage	Triple Rinsing	Grading Of FFB	
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3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -</p>	<p>The Social/Environmental Action Plan 2022 available for each units were available having information i.e issues, management plan, PIC and time frame. The input are gathered from the meeting minutes among others;</p>	Complied																								

		<ul style="list-style-type: none"> a. Gender Committee, union b. Safety Meeting, c. Complaint & Request from internal & external stakeholders d. Management meeting at estates/mill and regional level. e. Dialogue during the morning muster. f. Interview approach with employees. <p>In addition the mill has initiated the following projects for enhancement to the environmental issues.</p> <ul style="list-style-type: none"> a. Upgrading of final point discharge effluent drain and improved containment wall at cost RM10K b. Upgrading of inspection roads along the effluent ponds with facilities of concrete monsoon drains at RM 100K c. Scheduled effluent pond dislodging in phases at RM 200K d. Daily monitoring of the effluent quality to meet legal compliance. e. Green Air Dust Emission 2022 at cost RM 1.751M f. Additional effluent discharge at land application at cost of RM 400K in 2022. 	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV Holdings Berhad has developed Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (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</p>	Complied

		<p>Policy (dated 01/01/2020) was developed to explain the process of promotion, retirement and termination of employment.</p> <p>In addition, Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has describe the criteria of promotion, retirement and termination.</p> <p>Jabatan Tenaga Kerja FGV has developed a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>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>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>For FGVPISB Waha POM, sample of workers has been taken for recruitment and promotion for year 2021, and there is evidence that recruitment and promotion has been done base on the factor has been mentioned in the guideline. For FGVPM Bukit Aping Selatan, 2 samples has been taken for general workers and driver (Rosnah binti Abdullah and Kamal Hasrur Kamaluddin). Base on document provided such as vacancy advertisement, records of interview, there is evidence that recruitment and promotion has been done according to the procedure.</p>	Complied

Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.

<p>3.6.1</p>	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -</p>	<p>FGVPISB Waha POM and Supply Base estate have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC is guided by the document Guidelines for Hazard Identification, Risk Assessment and Risk Control (HIRARC), Department of Occupational Safety and Health, 2008. The assessment covers all main operations and support operations.</p> <p><u>FGVPISB Waha POM</u></p> <ol style="list-style-type: none"> 1. HIRARC was available in the mill to identify assess and provide controls for all the risks associated to the operations in the mill. Sighted the HIRARC (Form Number: FGV/PUC-OSH/F 1.2 Pind. 0) established for Effluent, Office, Canteen, Water Treatment and Bulk Storage Tank. 2. Chemical Health Risk Assessment was conducted in the mill by Enviro Testing & Consulting (DOSH Reg Number: HQ/15/ASS/00/363)) on 25/06/2019. The CHRA Report (HQ/5/ASS/00/363-2019-037) was available for verification. 3. Medical Surveillance was conducted for the year 2020 on 01/09/2020 by MZ Enviro Testing & Consulting for a total of 27 workers. 1 worker was certified temporary unfit to work due to exhibiting manganese poisoning symptoms. The workers with abnormal chemical test (manganese) has been transferred from mechanical station to Cleaning (General) as per letter no. (26)4058/WH/840/16 dated 10/10/2020. A retest was conducted for the said worker on 01/09/2020 and declared fit to work. The JKPP 7 have been submitted to DOSH and available for verification. The medical surveillance for 2021 has been conducted on 26/02/2021 and 11/12/2021. Results for 26/02/2021 indicated all workers were fit to work and 	<p>Non-compliance</p>
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**RSPO P&C Public Summary Report
Revision 12 (Jun 2021)**

		<p>results for 11/12/2021 have not been produced by the assessor as of to date.</p> <ol style="list-style-type: none"> 4. Noise Risk Assessment was conducted in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 for FGVPIB Waha POM by Allion HSE Sdn Bhd (Assessor No: HQ/08/PEB/00/84) on 16/07/2020. The NRA Report (Report No: AH/20/08/18) was available for verification. 5. Annual Audiometry Examination was conducted for workers exposed to excessive noise in the mill. The 2021 Annual Audiometric test was conducted on 26 November 2021 by Enviro Testing & Consulting. The results have not been provided by the assessor of the audit date. 2020 Baseline and Annual Audiometry Test was conducted by Specialist Mobile Safety Supplies Sdn Bhd on 18/09/2020 for 71 mill employees. The results indicated that 8 workers had hearing impairment, 27 workers had standard threshold shifts and the rest with normal results. <p>Nevertheless, risk associated to noise exposure in the mill were no adequately addressed as per the Noise Risk Assessment.</p> <ul style="list-style-type: none"> - The Baseline & Annual Audiometric Test Report dated 18/09/2020 indicated that there were 27 workers with STS which was to be retested within 3 months from the date of last audiogram. However, as of to date there were no evidence of the retest done for the mentioned 27 workers. <p>Therefore a critical non-conformity has been raised.</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p>	
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		<ol style="list-style-type: none"> 1. HIRARC was available in the estate to identify assess and provide controls for all the risks and hazards associated to the estate operations. Sighted the HIRARC for Replanting, Pest & Disease, Weeding, Rat Baiting and Road Maintenance. 2. Chemical Health Risk Assessment (CHRA) was conducted in the estate by ENV Consultancy & Monitoring Services Sdn Bhd on 27/03/2018. The CHRA Report (HQ/04/ASS/00/193-2018/030) was available for verification. 3. Baseline Noise Risk Assessment has been conducted at FGVPMBukit Aping Selatan Estate on 03/10/2021 by Noise Risk Assessor, Haniff bin Jamaluddin (JKKP Registration No.: HQ/08/PEB/00/87). The NRA Report (N087/2110-123) was available for verification. 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the Health and Safety Plans are monitored and ensured through checklists, site inspections and trainings that were conducted by FGVPISB Waha POM and its supply base estate in each of the operations. Site visits around the mill and estates indicated the control measures as per HIRARC were followed and ensured by the respective management units.</p>	Complied
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
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 RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>A training programme has been developed and available in the Training Requirement for Operating Units (Mills & Estate). The trainings were sighted to have included Gender Specific Training and involves staffs and workers. Covid-19 training and briefings were sighted at the mill and estates. Interview with the workers and staff indicated that they were aware on the SOP during the ongoing pandemic such as social distancing, regular sanitization and use of PPE (Face Mask).</p>	Complied

<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows: FGVPISB Waha POM</p> <table border="1" data-bbox="1153 483 1926 831"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Kaizen and 5S Training</td> <td>29/03/2021</td> </tr> <tr> <td>Water Treatment Training (Online)</td> <td>15/06/2021</td> </tr> <tr> <td>Scheduled Waste Training</td> <td>10/09/2021</td> </tr> <tr> <td>Traceability Training</td> <td>21/12/2021</td> </tr> <tr> <td>Chemical Handling Training</td> <td>05/01/2022</td> </tr> <tr> <td>Hearing Conservation Training</td> <td>05/01/2022</td> </tr> </tbody> </table> <p>FGVPM Bukit Aping Selatan Estate</p> <table border="1" data-bbox="1153 922 1926 1359"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Tractors Driving SOP Training</td> <td>29/05/2021</td> </tr> <tr> <td>Harvesting SOP – PPE Training</td> <td>11/02/2021</td> </tr> <tr> <td>Buffer Zone Conservation Training</td> <td>11/09/2021</td> </tr> <tr> <td>Beneficial Plant SOP / IPM Training</td> <td>02/08/2021</td> </tr> <tr> <td>Motorcycle Riding Safety Training</td> <td>05/09/2021</td> </tr> <tr> <td>No Open Burning Training</td> <td>18/09/2021</td> </tr> <tr> <td>Waste Management Training</td> <td>19/09/2021</td> </tr> <tr> <td>Recycling Practices & Guidelines</td> <td>19/09/2021</td> </tr> </tbody> </table>	Training	Date	Kaizen and 5S Training	29/03/2021	Water Treatment Training (Online)	15/06/2021	Scheduled Waste Training	10/09/2021	Traceability Training	21/12/2021	Chemical Handling Training	05/01/2022	Hearing Conservation Training	05/01/2022	Training	Date	Tractors Driving SOP Training	29/05/2021	Harvesting SOP – PPE Training	11/02/2021	Buffer Zone Conservation Training	11/09/2021	Beneficial Plant SOP / IPM Training	02/08/2021	Motorcycle Riding Safety Training	05/09/2021	No Open Burning Training	18/09/2021	Waste Management Training	19/09/2021	Recycling Practices & Guidelines	19/09/2021	<p>Complied</p>
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		Protection HCV & RTE Training	19/07/2021	
		Sexual Harassment & Gender Rights	20/06/2021	
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 conducted a RSPO SCCS Training for all relevant personals (Mill Manager, Asst Mill Manager, Weighbridge Clerk, Supervisor, Lab Analyst, FFB Grader and Auxiliary Police) on 13/12/2021 – 14/12/2021. The training was conducted based on the RSPO SCCS requirements and procedures.</p> <p>Nevertheless, relevant personals responsible for the RSPO SCCS in the mill were unable to fully understand and interpret the Mass Balance Record (<i>Laporan Tahunan BTS/CPO/KERNEL ISCC/RSPO/MSPO 2021</i>). Therefore, a minor nonconformity was raised.</p>		Non-compliance
<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>FGVPISB Waha POM receives and processes certified and uncertified FFB from its supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>		Not Applicable

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>FGVPISB Waha POM has receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FGVPM Bukit Aping Selatan Estate is claimed form processing MB-Certified CPO and PK in the mill.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. (Table 10)</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>The registration of PalmTrace will be carried out by the Logistic Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> - Member ID: RSPO_PO1000000234 - Member category: Oil Mill - RSPO Membership No.: 1-0225-16-000-00 - License Status: Expires on 21/02/2022 	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p>	<p>Documented procedures available as following:</p> <p>a. FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGVPISB Waha POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim,</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<ul style="list-style-type: none"> b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill.</p> <ul style="list-style-type: none"> b. Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others. c. The Mill manager has appointed a SCC Committee which consist of 9 personals (Assistant Manager, Weighbridge Clerk, Operation Supervisor, Laboratory Assistant, FFB Grader and Auxiliary Police) as stated in the appointment letter dated 09/12/2021. d. The procedures for receiving and processing certified and non-certified FFBs are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021). 	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management 	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 13/12/2021 and which have raised 2 Critical Non-Conformities. All the non-conformities were closed accordingly with root cause, correction and corrective action identified and available for verification.</p> <p>Management review meeting was conducted on 17/12/2021 which was chaired by the Mill Manager. The outcome of the RSPO SCCS</p>	Complied

	review at least annually. The mill shall maintain the internal audit records and reports.	Internal Audit was discussed during the Management Review Meeting.	
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>FGVPISB Waha POM receives RSPO Certified FFB from FGVP M Bukit Aping Selatan Estate.</p> <p><i>Nota Hantaran BTS</i> will be submitted to the mill during incoming of FFB from the state. Information of the <i>Nota Hantaran BTS</i> is then recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the sampled <i>Nota Hantaran BTS</i> and Weighbridge Ticket for FGVP M Bukit Aping Selatan Estate as below:</p> <ul style="list-style-type: none"> a. Estate: FGVP M Bukit Aping Selatan Estate b. DO Number: 20/116192 c. Product: FFB d. Date of Delivery: 11/09/2022 e. Vehicle Number: VGH 7848 f. FFB Weight: 6.910 mt <p>FGV Holdings Berhad have established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) where mechanism for handling of non-conformance material & document was outlined in the procedure. Downgrading of products will be done if any non-conformance has been identified along the process.</p>	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil</p>	<p>FGVPISB Waha POM have ensured that all the required information are available in document form for any sales of MB-Certified products. As for the review period of March 2021 – December 2021 there were no sale of MB-Certified CSPO. All the CPO has been sold as non-certified from the mill. MB-Certified CSPK has been sold</p>	Complied

<p>palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul 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>during the audit period and sampled records of transactions have been verified as follows.</p> <p><u>MB-Certified CSPK</u></p> <ol style="list-style-type: none"> 1. Contract No.: RSPG6618L <ul style="list-style-type: none"> a. The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang b. The name and address of the seller: Waha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim c. The loading or shipment/ delivery date: 28/09/2021 d. The date on which the documents were issued: 28/09/2021 e. RSPO certificate number: RSPO 693243 f. 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) g. The quantity of the products delivered: 43.78 MT h. Any related transport documentation: W/B Ticket# L00000196 i. A unique identification number: W/B Ticket# L00000138 2. Contract No.: RSP06922L <ul style="list-style-type: none"> a. The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang b. The name and address of the seller: Waha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim c. The loading or shipment/ delivery date: 23/10/2021 	
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		<ul style="list-style-type: none"> d. The date on which the documents were issued: 23/10/2021 e. RSPO certificate number: RSPO 693243 f. 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) g. The quantity of the products delivered: 50.31 MT h. Any related transport documentation: W/B Ticket# L00000218 i. A unique identification number: W/B Ticket# L00000218 	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide 	<p>There was no outsourcing activity involved in the mill. All the activities carried out by own. Thus, this indicator is not applicable.</p>	Not Applicable

	relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	There was no outsourcing activity or contractors involved in the mill. All the activities carried out within the parent company (FGVHB). Thus, this indicator is not applicable.	Not Applicable
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	There was no outsourcing activity or contractors involved in the mill. All the activities carried out within the parent company (FGVHB). Thus, this indicator is not applicable.	Not Applicable
3.8.12	<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. 	<p>Records were maintained and updated by FGVPI SB Waha POM and available for verification.</p> <ol style="list-style-type: none"> 1. The mill has maintained complete and updated records covering all aspects of the RSPO SCCS such as Internal Audit Reports, RSPO Supply Chain Certification Procedure (Oil Mill) and Mass Balance Sheet among others. 2. Specified in the RSPO SCCS Procedure for Mill, SOP Number: FGV/GSD-SCCD/SOP/007; Version: 01; Document Date: 07/01/2021, under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years for reference and audit purposes. 3. The mill is using the Mass Balance module therefore this requirement is not applicable. 4. The mill have recorded and maintained a mass balance record for FFB (Doc Number: FPIMP756), CPO (Doc Number:FPIMP755) and PK (Doc Number: FPIMP757). The records show the Opening stock, CPO/PK Production, CPO/PK Sales, Conventional Sales and Closing Stock. The mill uses the continuous accounting system which doesn't allow the short sales of CPO and PK. Verification done on the Mass Balance 	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	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.	records and PalmTrace indicated that there were no short selling done in FGVPIB Waha POM. Sales of CSPK and CPO Credit were from positive stocks.																									
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>As per OER and KER of mill productions for month of November and December 2021 the figure was as following:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Oct 2021</th> <th>Nov 2021</th> <th>Dec 2021</th> </tr> </thead> <tbody> <tr> <td>FFB Processed</td> <td>24,040.00</td> <td>22,100.00</td> <td>20,540.00</td> </tr> <tr> <td>OER</td> <td>20.30</td> <td>20.37</td> <td>20.75</td> </tr> <tr> <td>CPO Produced</td> <td>4,880.17</td> <td>4,502.16</td> <td>4,262.33</td> </tr> <tr> <td>KER</td> <td>5.28</td> <td>4.71</td> <td>5.26</td> </tr> <tr> <td>PK Produced</td> <td>1,268.99</td> <td>1,041.93</td> <td>1,079.65</td> </tr> </tbody> </table>	Description	Oct 2021	Nov 2021	Dec 2021	FFB Processed	24,040.00	22,100.00	20,540.00	OER	20.30	20.37	20.75	CPO Produced	4,880.17	4,502.16	4,262.33	KER	5.28	4.71	5.26	PK Produced	1,268.99	1,041.93	1,079.65	Complied
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3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.	Complied																								
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	FGVPIB Waha POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.	Not Applicable																								
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after</p>	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's Palmtrace, the company was able to demonstrate that it has been registering its transactions in the Palmtrace accordingly. Based on the announcement (transaction)	Complied																								

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	<p>dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>summary, all the registrations were found to be in order and announced within 3 months of the final shipment date.</p>	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.</p>	Not Applicable
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.</p>	Not Applicable
4.3	<p>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.</p>	<p>Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.</p>	Not Applicable

4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
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 is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number (RSPO 693243).	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.	FGVPISB Waha POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

Business to consumer communication			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Not Applicable as the facility does not involve with consumer end product.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not Applicable as the facility does not involve with consumer end product.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not Applicable as the facility does not involve with consumer end product.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not Applicable as the facility does not involve with consumer end product.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	Not Applicable as the facility does not involve with consumer end product.	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.	Not Applicable as the facility does not involve with consumer end product.	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.	Not Applicable as the facility does not involve with consumer end product.	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	Not Applicable as the facility does not involve with consumer end product.	Not Applicable

	<p>of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rsपो.org.</p>		
<p>MODULE B – MASS BALANCE SPECIFIC RULES</p>			
<p>Minimum Mass Balance content</p>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional.</p>	<p>Complied</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. The is no percentage of non-certified volume as volume sold is same with MB-certified produced.</p>	<p>Complied</p>
<p>Labelling and trademark (MB)</p>			
	<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. 	<p>No label been used for the mill products. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> • 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). • 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>No evidence of storytelling in product related communication. Hence, this requirement is not applicable</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>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>As per interview with the workers and stakeholders, there were no evidence that the mill and estate instigate violence or use any form of harassment in their operations.</p>	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Complaint procedure has been established by FGV Holdings Berhad and has been documented in the document number FGV/ML-1A/L2-Pr13 title "Menangani aduan dan rungutan" dated 01/04/2019. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage</p> <p>While for women, there is specific procedure has been established and documented in the document number ML-1A/L2-PR10(1) dated 22/05/2015.</p> <p>Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.</p>	Complied

<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>As per interview with the workers at FGVPISB Waha POM, 75% of the workers is unable to demonstrate their understanding and awareness related to the complaint procedure. It also has been verified base on the training records for training that has been done 29/11/2021 but not covering all the workers</p> <p>FGV Holdings Berhad has established internal procedure for resolution any disputes related to women in the document title "Menangani aduan melalui jawatankuasa wanita" document number FGV/ML-1A/L2-Pr14 dated 01/06/2016. Training for the procedure has been done through WhatsApp's group due to pandemic COVID 19 where the PDF file of the procedure has been shared. As per interview with one women workers, auditor found out that the workers is illiterate (writing/reading). The workers unable demonstrates her understanding on the complaint procedure. Concern has been raised on the effectiveness of the training especially for the illiterate parties.</p> <p>There is evidence that the management for FGVPB Bukit Aping Selatan has conducted training for complaint procedure for both workers and stakeholders. It has been verified base on training records during the muster call dated 11/03/2021 for all the workers. While for stakeholders, memos has been sent to all stakeholders due to COVID-19. It also has been confirmed through interview with the workers and stakeholders.</p>	<p>Non-compliance</p>
<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>It has been confirmed through interview that any grievances that has been lodged will be responded base on the time line that has been set. Sample has been taken for 2 complaint from workers for house repairing.</p> <p>a. Date: 13/02/2021, sink leakage and responded on 24/02/2020</p> <p>b. Date: 14/11/2021, lamp replacement and responded 15/11/2021</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Contribution has been made by both POM and estate to the local communities and has been recorded. Sample has been taken for donation of food basket for those that has been quarantine due to COVID-19. It has been verified base on memo that has issued by Divisional Head, Plantation department. Other than that the company will gratitude for those family members that died due to COVID 19.</p>	Complied
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>No customary land within mill and estate of FGV Waha complex. The mill is leased the land from Felda as per records of Agreement to Lease dated 25/11/1996 between Felda Palm Industries Sdn Bhd and Felda. Total 30.76 hectares has been leased for oil palm mill.</p> <p>All the lands are belonging to Felda and leased by FGV. Land title for the FGVPM Bukit Aping Selatan Estate has been sampled as below:</p> <ol style="list-style-type: none"> 1. Title No.: 19963 Lot No.: 95 Total area: 291.6 ha Title No.: 19965 	Complied

		<p>2. Lot No.: 207 Total area: 53.77 ha Title No.: 19964</p> <p>3. Lot No.: 3249 Total area: 189.1 ha</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There are no issues of customary right in FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There are no issues of customary right in FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There are no issues of customary right in FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
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.	There are no issues of customary right in FGVPISB Waha POM and FGVPB Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable

	- Minor compliance -		
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	There are no issues of customary right in FGVPISB Waha POM and FGVP M Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	There are no issues of customary right in FGVPISB Waha POM and FGVP M Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
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>	There are no issues of customary right in FGVPISB Waha POM and FGVP M Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
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>	There are no issues of customary right in FGVPISB Waha POM and FGVP M Bukit Aping Selatan Estate as the land is leased to FGV from Felda. It was verified through the land titles and interviewed with stakeholders confirmed that there is no any land dispute reported. Therefore this indicator is not applicable.	Not Applicable
<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 was no new planting in FGVP M Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Not Applicable

4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Not Applicable

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 was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There was no new planting in FGVPM Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Not Applicable
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	FGV has developed procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	FGV has developed procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” 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.	Complied

		Compensation will be paid according to basic cost/ acre and market land price.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	No 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 local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	(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. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and	Complied

		monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There is no customary right land in FGVPM Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Not Applicable
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There is no customary right land in FGVPM Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Not Applicable
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There is no customary right land in FGVPM Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Not Applicable
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	There is no customary right land in FGVPM Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Not Applicable

4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There is no customary right land in FGVPM Bukit Aping Selatan Estate. Therefore, the clause is not applicable.	Not Applicable
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 -	FGV has issued a letter regarding on the FFB pricing (Ref. (44)FGVTSB/FFBPD/HQ/01 dated 11/03/2020) where details of the pricing has outlined in the letter. The recent being on 12/12/2021 during the contract renewal. Pricing mechanism was outlined and briefed to the external FFB suppliers as well. Besides, the pricing of FFB is based on MPOB pricing and list of the previous pricing was available upon request. Seen the FFB pricing from Sept 2021 to Nov 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 -	Explanation is made normally through meeting with smallholders and suppliers for awareness and procedure of pricing at the mill at on the following session: 11/03/2020 and 22/07/2020 a. The recent being on 12/12/2021 during the contract renewal b. Ad hoc briefing was made by the Mill Quality Supervisor at the ramp and during the field visit for quality awareness.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Felda Trading provides FFB pricing based on the following factors: a. MPOB pricing on a daily basis. b. Further calculation based on the OER award for FFB delivered. <i>Harga muktamad BTS/mt = Harga Asas Harian BTS untuk 1% x Peratus Kadar Perahan Digred (%KPG). %KPG = KPA MSM Pengredan - Penalti Kualiti</i>	Complied

<p>5.1.4</p>	<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 link: 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. 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.</p>	<p>Complied</p>														
<p>5.1.5</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -</p>	<p>The third party FFB suppliers have signed on the <i>Perjanjian Persefahaman Antara Pembekal BTS dengan FPISBI</i> prior to delivering the FFB to the mill, taking effect from Jan 2022. The following agreement was sighted and verified.</p> <table border="1" data-bbox="1144 922 1919 1297"> <thead> <tr> <th>FFB Supplier</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>AA Sawit Sdn Bhd</td> <td>12/12/2021</td> </tr> <tr> <td>Koperasi Pembangunan Kg Tersusun Mawai</td> <td>12/12/2021</td> </tr> <tr> <td>Watisas Sdn Bhd</td> <td>12/12/2021</td> </tr> <tr> <td>PS Arumugam</td> <td>12/12/2021</td> </tr> <tr> <td>Md Ali Moideen</td> <td>12/12/2021</td> </tr> <tr> <td>Santex Enterprise Sdn Bhd</td> <td>12/12/2021</td> </tr> </tbody> </table> <p>The agreement among others specified the following;</p>	FFB Supplier	Date	AA Sawit Sdn Bhd	12/12/2021	Koperasi Pembangunan Kg Tersusun Mawai	12/12/2021	Watisas Sdn Bhd	12/12/2021	PS Arumugam	12/12/2021	Md Ali Moideen	12/12/2021	Santex Enterprise Sdn Bhd	12/12/2021	<p>Complied</p>
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		<ul style="list-style-type: none"> a. Harga asas harian BTS b. Harga muktamad BTS/mt c. Transportation cost to Mill by supplier d. FFB quality e. Attachment of MPOB license/source of FFB/SSM certificate f. Legal / RSPO / MSPO compliance g. Buyer rights for agreement revision <p>The new agreement was also discussed at SCCD level on 07/01/2022.</p>																	
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>The invoices and payment records for the third-party FFB suppliers were sighted and verified as below:</p> <table border="1"> <thead> <tr> <th>Delivery date</th> <th>Supplier</th> <th>Payment date</th> <th>Ref no</th> </tr> </thead> <tbody> <tr> <td>Dec 2021</td> <td>PS Arumugam</td> <td>05/1/2022</td> <td>MYIT3320</td> </tr> <tr> <td>Dec 2021</td> <td>Md Ali Moideen</td> <td>05/01/2022</td> <td>MYIT3331</td> </tr> <tr> <td>Dec 2021</td> <td>Hamidah A Aziz</td> <td>05/01/2022</td> <td>MYIT3341</td> </tr> </tbody> </table> <p>Payments are made in a timely manner. The receipts detailed the price, weight, deductions and final amount paid.</p>	Delivery date	Supplier	Payment date	Ref no	Dec 2021	PS Arumugam	05/1/2022	MYIT3320	Dec 2021	Md Ali Moideen	05/01/2022	MYIT3331	Dec 2021	Hamidah A Aziz	05/01/2022	MYIT3341	Complied
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5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Calibration of weighbridge is regularly done by third party. Certificates which were issued by an authority (Metrology Corporation Malaysia Sdn Bhd) for the 2 weighbridges.</p> <ul style="list-style-type: none"> a. W/b no 1 certificates no: DE18-002600 dated 22/02/2021 b. W/b no 2 certificate no: DE1B - 002629 dated 28/06/2021 	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>Waha certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Felda Technoplant and Felda. FFB suppliers other than the management of Felda Technoplant are free whether or not to sell their crop to FGVPISB Waha POM. Thus no contract agreement necessary.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since last audit.</p>	Complied
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>The last consultation with independent smallholders (ISH) was done through a meeting which was conducted on 26/02/2019. Thereafter on the following session through meeting with smallholders and suppliers for awareness and procedure of pricing at the mill at on the following session.</p> <p>a. Date: 11/3/2020 and 22/7/2020</p> <p>b. The recent being on 12/12/2021 during the contract renewal</p> <p>c. Ad hoc briefing was made by the Mill Quality Supervisor at the ramp and during the field visit for quality awareness.</p> <p>However communication using other ICT media been used to ensure the communication between them was the initiative to improve livelihood of the smallholders is to provide guidance in conforming to the requirements of RSPO/MSPO.</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial</p>	<p>Based on the minutes of meeting, one of the plans is to provide guidance especially in good agriculture practices which objective to enhance productivity with focus on the FFB quality.</p>	Complied

	competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -		
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Support to smallholders to promote legality of FFB production is covered providing guidance to conform to the requirements of RSPO standard.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Not applicable since there is no Scheme Smallholders supplying to the mill.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Since the program mentioned in Indicator 5.2.2 was just developed, the implementation progress has yet to be seen. Nonetheless, the management of the certification unit shall regularly review the progress.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	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 20/09/2021 in FGV PISB Waha POM and 10/12/2021 in FGVPM Bukit Aping Selatan Estate.	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>As per interview, it has have been no discrimination being practised in both POM and estate. For FGVPISB Waha POM, there is no foreign workers and for FGVP M Aping Selatan Estate, there is foreign workers from Bangladesh, India and Indonesia. There is no recruitment fees has been imposed. For details, refer indicator 6.6.1</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has established internal guideline for promotion and has been documented in the document title "Promotion and upgrading guideline". Stated in the document that promotion is based on 3 factors which are performance rationg PMS rating score above 3.0 for the past 3 years, position to be promoted and no received any disciplinary action for the past 3 years.</p> <p>While for recruitment, guideline has been documented in the document title "Garis panduan pengambilan & perlantikan pekerja AM G7" document number 2020/1 dated 01/05/2020. Sighted also job vacancy advertisement that has been place at the entrance on POM.</p> <p>For FGVPISB Waha POM, sample of workers has been taken for recruitment and promotion for year 2021, and there is evidence that recruitment and promotion has been done base on the factor has been mentioned in the guideline.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>There is no female worker works in mill process and estate operation. 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.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>	<p>Gender committee has been established for FGVPISB Waha POM name KKD Cahaya Murni and sighted the organization chart for year 2020/2021 that lead by Puan Ungku Halimah bt Ungku Ahmad as</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	- Critical (Major) compliance -	the chairman. Due to pandemic COVID 19, there is no meeting has been conducted in year 2021 and latest meeting has been done on 22/12/2020 with attendance of 14 persons including the POM manager, Tuan Raja Mohd Adzlan bin Raja Adanan. There was only one issue raised in mill and the issue has been discussed in the Management Review meeting with management on 27/12/2020. While for FGVPM Bukit Aping Selatan estate, appointment of new committee has been done through whatapps group on 20/09/2021 and all communication on the activity or any issues will be highlighted in the group.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The female workers employed in FGV are mainly local Malaysian. Female workers employed are generally office clerk and caretaker for the housing. Reviewed payslips in both FGVPI SB Waha POM and FGVPM Bukit Aping Selatan 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	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 Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung which valid from 01/01/2019 to 31/12/2021 (Cog. No.: 031/2020) and FGV Plantations (Malaysia) Sdn Bhd has signed Collective Agreement Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung 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. Sampled total 20 workers agreement for both local and foreign workers in mill and estate are reviewed, and the agreements are signed in local language for different nationalities. Interviewed with	Complied

		the workers confirmed that they understood the terms and conditions of employment contracts and pay slips.	
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>Total 8 samples of workers has been selected and confirm that all workers has been provided with fair contract which has been translated into the workers origin languages. There is also evidence that the contract has been signed by parties. Details as per below</p> <ul style="list-style-type: none"> a. Workers ID#LW06670016 b. Workers ID#FW06680167 c. Workers ID#FW06680062 d. Workers ID#FW06680079 	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>There is evidence that working hours and breaks for all workers that comply with legal regulation and collection agreement. Time recording system for estates has been established through the check roll book that has been monitored by the field supervisor. For overtime, it has been recorded in document title "Rekod kerja lebih masa" and for work on rest day and public holiday it has been recorded in the document title "Borang arahan/ kebenaran kerja lebih masa, kerja pada hari cuti rehat dan kerja pada hari cuti umum". Sample has been taken for month March , July and November 2021. There is also evidence that overtime has been paid accordingly. It has been confirmed through interview with the workers.</p> <p>Deduction for the workers is only for employee provident fund, SOCSO and khairat kematian.</p> <p>All workers in the estate and POM are entitled for 15 day of public holiday and one day of rest day every week. For maternity leave, total 90 days has been allocated.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to</p>	<p>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such</p>	Complied

	<p>national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>praying house. Water and electricity are connected to the national supply and grid. Water and electricity usage are subsidized by the company and these conditions are stated in the collective agreement. Interview with workers confirms that there is no issue related to the payment of water and electricity. Budget for Y2021 has been allocated to upgrade/ repair the housing defect.</p> <p>As the estate is located near a township, any medical attention needed will be referred to government clinic or Panel Clinic. Housing inspection for FGVP M Bukit Aping Estate has been done on weekly basis where has been done by workers relations officer, Mr Muhammad Hafiz while for FGVP ISB Waha POM, it has been recorded in the document “Rekod Pemantauan Perumahan Petugas/ Pekerja”.</p>	
<p>6.2.5</p>	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>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>	<p>Complied</p>
<p>6.2.6</p>	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>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</p>	<p>FGV Waha 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 350.00 for local workers and RM 150.00 for foreign workers; Healthcare for local workers is RM 65.90 and RM 105.60 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2020.</p>	<p>Complied</p>

<p>calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • 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>		
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>There are no casual workers has been recruited for both FGVPISB Waha POM and FGVPM Bukit Aping Selatan Estate. All the employees are permanent employee. Sorters in POM, FFB Lorry Driver and Backhoe drivers in estate was carried out by contractors where the workers are permanent.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa 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 Group recognises and respects employees' right to freedom of association and to collective bargaining. Communication on the policy has been done by the management of FGVPM Bukit Aping Selatan Estate on 20/06/2021 and 10/12/201 with attendance staff and workers.</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>Minutes meeting between POM and the union has been documented in the document title Minit Mesyuarat AJK Kesatuan Dengan Pengurusan Cawangan Kilang Sawit Waha Bil 01/2021 dated 20/03/2021 with attendance representative from management and union. The minutes meeting has been documented in Bahasa Malaysia. There is also evidence that the minutes meeting has been made available. While for FGVPM Bukit Aping Selatan Estate, meeting with workers union has been done on 02/01/2020 with attendance of all workers representative (Local, Indonesia, Bangladesh, India and Women). Management plan for the issues that has been highlighted has been established and confirmed.</p>	Complied
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>There is evidence that the management does not interfere the formation or operation of the union where it has been verified that appointment of the committee has been done through poll.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

	- Minor compliance -	Evidence of poll process has been verified and interview with the workers confirmed the process.	
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment.	Complied
6.4.2	(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. - Critical (Major) compliance -	As per the company policy (refer to SCOC), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.	Complied
6.4.3	(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there is no young workers has been recruited.	Complied
6.4.4	The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	Communication on the policy has been done by the management of FGVPM Bukit Aping Selatan Estate on 20/06/2021 and 10/12/201 with attendance staff and workers.	Complied

	- Minor compliance -		
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.</p> <p>Communication on the policy has been done by the management of FGVPM Bukit Aping Selatan Estate on 20/06/2021 and 10/12/201 with attendance staff and workers.</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.</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>There was no new mother identified in FGVPM Bukit Aping Selatan Estate and FGVPI SB Waha POM. The female workers in estate were briefed during the KKD meeting related to the new mother's benefit and the handling of chemical during pregnancy. A briefing of new mother was conducted on 22/12/2021 in FGVPI SB Waha POM and 22/09/2021 for FGVPM Bukit Aping Selatan. Interviewed with the female workers confirmed that they understood the needs as a new mother.</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>FGVHB has established 'Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016. The objective of the procedure is to establish a mechanism to handle</p>	Complied

	<p>- Minor compliance -</p>	<p>sexual harassment, discrimination, violence cases reported in the area. 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 Talian Nur (Kementerian Pembangunan Wanita, Keluarga & Masyarakat) through 15999. The management will protect the identity of the complainant if they wish not to reveal. Interviewed with the female workers confirmed that they are aware of the complaint procedure and informed that there is no case of sexual harassment and violence reported.</p>	
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>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 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; and workers can terminate the contract with 30 days of notice period without any penalty of termination.</p>	<p>Complied</p>
<p>6.6.2</p>	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</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</p>	<p>Complied</p>

	<p>- Critical (Major) compliance -</p>	<p>Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	
<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.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPISB Waha POM</u></p> <ol style="list-style-type: none"> 1. The Mill Manager, Mr. Aizanizam Bin Mutalib was appointed as the Chairman for Safety and Health Committee at the mill as stated in the appointment letter dated 03/01/2022 undersigned by the Regional Controller – Region 6. 2. Safety & Health meetings were conducted at an interval of 3 months at the mill to address all the OSH related issues. Sighted the meeting minutes dated 29/12/2021 (04/2021), 12/10/2021 (03/2021) and 29/06/2021 (02/2021). <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. The Estate Manager is appointed as the Chairman of the ESH committee via letter signed by the Regional Controller dated 02/01/2021. The Manager subsequently assigned duties of ESH coordinator to the Assistant/Staff for the down line implementation of ESH practices in the estate. All identified personnel were officially given a letter for such an appointment. 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>2. Safety & Health meetings were conducted at an interval of 3 months at the mill to address all the OSH related issues. Sighted the meeting minutes dated 21/12/2021 (04/2021), 28/09/2021 (03/2021), 15/06/2021 (02/2021) and 16/03/2021 (01/2021).</p>	
<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>Emergency Procedures and Safe Working Procedures were available at the office, workshops and chemical stores. Emergency Plans were available for identified incidences such as Fire, Accident, Chemical Spillage and Evacuation. Emergency Response Team was formed in the estate to counter any undesirable emergencies.</p> <ul style="list-style-type: none"> - Fire Drill and Oil Spillage Training was conducted on 29/11/2021 at FGVPIB Waha POM. - Fire Drill and Fire Extinguisher Awareness Training was conducted on 06/12/2021 at FGVPM Bukit Aping Selatan Estate. <p>First Aid Kits were available at all sampled work units Spraying Gang, Harvesting Gang, Workshop, Boiler Station and Chemical Store. The first aid kits were well equipped with first aid items as stated in the list. All items were seen to be replenished at monitored regularly as per the monitoring checklist. The First Aid Kit holders were aware on how to use the items in case of an emergency.</p> <ul style="list-style-type: none"> - First Aider Training was conducted at FGVPIB Waha POM on 25/05/2021 attended by 5 first aid box holders. - Basic Occupational First Aid, CPR and AED was conducted by MMTA Asia Sdn Bhd on 09/11/2021, attended by the Mill's First Aider. - First Aid Refresher Briefing was conducted on 11/03/2021 at FGVPM Bukit Aping Selatan Estate, attended by 10 personals. 	<p>Complied</p>

		<p>Accident records were maintained and updated on a monthly basis at the mill and estates.</p> <ol style="list-style-type: none"> 1. <u>FGVPISB Waha POM</u> There was 2 accident reported for the year 2020 in the mill involving 99 days LTA. The JKKP 6 form and accident investigations were available for verification. The JKKP 8 form for the year 2020 have been submitted to DOSH on 22/01/2021 and available for verification. There were no accidents reported in the mill for the year 2021. 2. <u>FGVPM Bukit Aping Selatan Estate</u> There was 1 accident reported for the year 2020 in the estate involving 2 days LTA. The JKKP 8 form for the year 2020 have been submitted to DOSH on 20/01/2021 and available for verification. There were no accidents reported in the estate for the year 2021. 	
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. FGVVISB Waha POM have established a list of appropriate PPEs to be used in the mill during the operations, described in the "<i>Senarai Alat Perlindungan Diri Kilang Mengikut Aktiviti Kerja</i>".</p> <p>During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

<p>6.7.4</p>	<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 by the organization. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for October to December 2021 for the mill and all sampled estate as below.</p> <table border="1" data-bbox="1137 507 1926 925"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount (RM)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">FGVPISB Waha POM</td> <td>Oct 2021</td> <td>120</td> <td>8333.60</td> </tr> <tr> <td>Nov 2021</td> <td>120</td> <td>7865.80</td> </tr> <tr> <td>Dec 2021</td> <td>119</td> <td>7668.90</td> </tr> <tr> <td rowspan="3">FGVPM Bukit Aping Selatan Estate</td> <td>Oct 2021</td> <td>114</td> <td>3057.00</td> </tr> <tr> <td>Nov 2021</td> <td>109</td> <td>2737.40</td> </tr> <tr> <td>Dec 2021</td> <td>102</td> <td>3274.50</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount (RM)	FGVPISB Waha POM	Oct 2021	120	8333.60	Nov 2021	120	7865.80	Dec 2021	119	7668.90	FGVPM Bukit Aping Selatan Estate	Oct 2021	114	3057.00	Nov 2021	109	2737.40	Dec 2021	102	3274.50	<p>Complied</p>
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<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Occupational Injuries were recorded using the Lost Time Accident metrics as below:</p> <table border="1" data-bbox="1137 1018 1926 1276"> <thead> <tr> <th rowspan="2">Operating Unit</th> <th colspan="2">2020</th> <th colspan="2">2021</th> </tr> <tr> <th>Cases</th> <th>Days</th> <th>Cases</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>FGVPISB Waha POM</td> <td>2</td> <td>99</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Bukit Aping Selatan Estate</td> <td>1</td> <td>2</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Unit	2020		2021		Cases	Days	Cases	Days	FGVPISB Waha POM	2	99	0	0	FGVPM Bukit Aping Selatan Estate	1	2	0	0	<p>Complied</p>					
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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>IPM Plan has been established in FGVPM Bukit Aping Selatan Estate which includes the planting of beneficial plants and control of damage by rodents and leaf eating pest.</p> <p>Beneficial plants such as Turnera subulata and Cassia cobanensis are grown in the estate and their records of planting in new areas and maintenance of existing areas of beneficial plants and location maps are available. Rat damage and leaf-eating pest census was regularly carried out to obtain information about threshold level and action to be taken thereafter.</p> <p>Barn owl census conducted showed that it is inhabited. Additional owl boxes had been added. Inspection at one random barn owl box showed that it is inhabited with bones and bird droppings sighted on the ground at the foot of the barn owl box pole.</p>	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Species referenced in the Global Invasive Species Database and CABI.org are not used in the estates.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no evidence of use of fire for pest control in all the estates.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this, justification all chemical such as Pesticide, Herbicide and Fungicides are available for each chemical.</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of Pesticide/Agrochemicals used in the estate were recorded and monitored on a monthly basis and available for verification. Data for a.i/ha were sampled as below:</p> <table border="1" data-bbox="1137 475 1930 769"> <thead> <tr> <th>Estate</th> <th>Chemical Name</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="5">FGVPM Bukit Aping Selatan Estate</td> <td>Glyphosate Isoprpyamine</td> <td>0.673</td> </tr> <tr> <td>Indaziflam</td> <td>0.001</td> </tr> <tr> <td>Metsulfuron Methyl</td> <td>0.201</td> </tr> <tr> <td>Triclopyr Butoxy Ethyl Ester</td> <td>0.231</td> </tr> <tr> <td>Acephate 75%</td> <td>0.034</td> </tr> </tbody> </table>	Estate	Chemical Name	2021	FGVPM Bukit Aping Selatan Estate	Glyphosate Isoprpyamine	0.673	Indaziflam	0.001	Metsulfuron Methyl	0.201	Triclopyr Butoxy Ethyl Ester	0.231	Acephate 75%	0.034	Complied
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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 have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</p>	Complied														
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There is no prophylactic use of pesticides in all estates visited.</p>	Complied														
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p>	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations.</p> <p>The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated.</p>	Complied														

	<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>In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead.</p>											
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators are 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 workers in the estates.</p> <p>Sampled the training conducted for pesticide handlers at FGVPM Bukit Aping Selatan Estate are as below: -</p> <table border="1" data-bbox="1137 1034 1930 1279"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Handling Training</td> <td>19/07/2021</td> </tr> <tr> <td>Chemical Spraying Training</td> <td>06/12/2021</td> </tr> <tr> <td>PPE Adherence Training</td> <td>02/03/2021</td> </tr> <tr> <td>Spraying P&D Training</td> <td>08/02/2021</td> </tr> </tbody> </table>	Training	Date	Chemical Handling Training	19/07/2021	Chemical Spraying Training	06/12/2021	PPE Adherence Training	02/03/2021	Spraying P&D Training	08/02/2021	Complied
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7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</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</p>	Complied										

	<p>- Critical (Major) compliance -</p>	<p>Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. 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>									
<p>7.2.8</p>	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - 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 current practice for the estate is delivered to SS Setia Teknologi Enterprise. Despatch dated 06/01/2022 as follows;</p> <table border="1" data-bbox="1144 839 1919 1038"> <thead> <tr> <th>Item</th> <th>Quantity</th> </tr> </thead> <tbody> <tr> <td>Empty chemical containers</td> <td>88 Units</td> </tr> <tr> <td>Kelon container</td> <td>45 Units</td> </tr> <tr> <td>Ally container</td> <td>15.00 kg</td> </tr> </tbody> </table> <p>No containers being used for other purpose in the estates with the exception that there were allocations of empty chemical containers were recycled for premixing pesticides for onward delivery to field.</p>	Item	Quantity	Empty chemical containers	88 Units	Kelon container	45 Units	Ally container	15.00 kg	<p>Complied</p>
Item	Quantity										
Empty chemical containers	88 Units										
Kelon container	45 Units										
Ally container	15.00 kg										
<p>7.2.9</p>	<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. - Critical (Major) compliance -</p>	<p>No aerial spraying for pesticide were done in all the estates.</p>	<p>Complied</p>								

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>The CHRA of the estate have recommended the necessity of annual medical surveillance for pesticide applicators exposed to pesticides that are classified as organophosphates. There were no use of organophosphate chemicals in all the estate audited. This was verified via the Chemical Register, visit to the Chemical Store of the estate as well as interview with the respective estate’s pesticide applicators. Nevertheless, the estate conduct monthly health screening at the estate clinics by their own Medical Assistant and records were available for verification. Health surveillance are also done for the workers to identify general health conditions regularly. Records were available and verified as below:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <p>A total 15 workers were identified to be exposed to hazardous chemicals in the estate and sent for medical surveillance on 30/11/2021 at Klinik Dhillon. The results indicated that no workers has been found with occupational illness and are all fit to work.</p>	Complied				
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast-feeding woman had been offered work as pesticide operator.</p>	Complied				
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>							
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>FGVPISB Waha POM and FGVPM Bukit Aping Selatan Estate had identified all wastes and sources of pollution. The Waste Management Action Plan 2022 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 1329 1921 1377"> <thead> <tr> <th data-bbox="1137 1329 1294 1377">Receptor</th> <th data-bbox="1294 1329 1921 1377">Sources</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Receptor	Sources			Complied
Receptor	Sources						

		<table border="1"> <tr> <td data-bbox="1137 368 1294 480">Air</td> <td data-bbox="1294 368 1921 480">Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG</td> </tr> <tr> <td data-bbox="1137 480 1294 592">Water</td> <td data-bbox="1294 480 1921 592">Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td data-bbox="1137 592 1294 670">Land</td> <td data-bbox="1294 592 1921 670">Scheduled waste, domestic waste and industrial/process waste.</td> </tr> </table>	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down	Land	Scheduled waste, domestic waste and industrial/process waste.					
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Land	Scheduled waste, domestic waste and industrial/process waste.												
		<p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2022 reviewed annually. The waste generated from the mill/estates operations as shown below:</p>											
		<table border="1"> <thead> <tr> <th data-bbox="1144 884 1350 932">Type of waste</th> <th data-bbox="1350 884 1921 932">Details</th> </tr> </thead> <tbody> <tr> <td data-bbox="1144 932 1350 1011">Scheduled waste</td> <td data-bbox="1350 932 1921 1011">Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td data-bbox="1144 1011 1350 1091">Domestic waste</td> <td data-bbox="1350 1011 1921 1091">rubbish from the mill/estate complex and employees' quarters</td> </tr> <tr> <td data-bbox="1144 1091 1350 1171">Industrial waste</td> <td data-bbox="1350 1091 1921 1171">Fiber, palm kernel shell, boiler ash, scrap iron</td> </tr> <tr> <td data-bbox="1144 1171 1350 1227">Sewage</td> <td data-bbox="1350 1171 1921 1227">Sewage from housing/office complex</td> </tr> </tbody> </table>	Type of waste	Details	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	Domestic waste	rubbish from the mill/estate complex and employees' quarters	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron	Sewage	Sewage from housing/office complex	
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Sewage	Sewage from housing/office complex												
		<p>The pollution identified from the mill/estate activities:</p>											
		<table border="1"> <thead> <tr> <th data-bbox="1144 1342 1435 1383">Type of waste</th> <th data-bbox="1435 1342 1921 1383">Details</th> </tr> </thead> </table>	Type of waste	Details									
Type of waste	Details												

		Black smoke	Emission from Boilers/vehicles/engines	
		Odor & gases	Activities from the effluent treatment	
		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>FGVPISB Waha POM and the estate had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat ii. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Pengurusan Bahan Buangan <ul style="list-style-type: none"> a) Management and disposal of waste water 2022 has been established compiled by Assistant Engineer/Assistants/Staff. b) Waste Management Plan 2021 has been established prepared by SCCD and verified by the Assistant Engineer/Assistants/Manager. c) 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. d) Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals 		Non-compliance

		<p>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 scheduled waste is disposed to Kualiti Alam Sdn Bhd registered with DOE. The estate dispatched the SW to the a Group centralized centre in Ldg FGVPM Tenggaraoh 13 for onward delivery to the Kualiti Alam Sdn Bhd.</p> <ol style="list-style-type: none"> 1. <u>FGVPISB Waha POM</u> <ol style="list-style-type: none"> a. Date: 23/10/2021; SW409 – 0.288mt b. Date: 11/10/2021; SW306 - 0.209mt c. Date: 27/09/2021; SW410 – 0.071mt d. Date: 23/09/22021; SW305 – 0.627mt & SW109 – 0.01mt 2. <u>FGVPM Bukit Aping Selatan Estate</u> <ol style="list-style-type: none"> a. Date: 13/12/2021; SW305 – 0.021mt & SW409 – 0.044mt <p>There were delays in SW Despatch in 2020 in view of retender exercise by the mill. In addition there were delays in the of the MCO compliance via letter dated 17/02/2021 by the Mill Manager to the DOE specifying compliance to MCO.</p> <p>Domestic waste for the operating units in CU was disposed as follows; Bukit Tuwatau is the Majlis Perbandaran Pengerang. Document dated 02/11/2021 and receipt date TP 2515 was sighted and verified. Collection was done 2/3 times a week.</p> <p>The requirement is established and in compliance. The procedure documented under this subject under Perlupusan Sisa Domestik. Document dated 01.06.2016. The procedure has detailed the</p>	
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		<p>definition of solid waste. The types of solid wastes has been categorized as follows;</p> <ol style="list-style-type: none"> a. Sisa pepejal komersial / pembinaan b. Sisa pepejal isi rumah / perindustrian. c. Sisa pepejal keinstitusian d. Sisa pepejal import / awam. <p>In addition there are <i>`Pelan Pengurusan Domestik Dan Bahan Buangan Tahun 2022</i>. In this plan activities as scheduled are monitored with the date/month recorded. This was sighted and verified. Both landfill sites have 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> <p>The estate also identified the types of domestic waste;</p> <ol style="list-style-type: none"> a. Sisa baki (Home domestic) b. Sisa pukal e.g. old furniture, electrical appliances. c. Sisa kitar semula (Recycled). <p>Inside the Management Plan the estate has included among others.</p> <ol style="list-style-type: none"> a. Identification of scheduled waste/ domestic waste. b. Process dispose domestic waste to the estate landfill. <p>The estate also maintained records of source identification source and type of scheduled waste.</p> <p>However, during the site visit to the WPOM mill compound /processing plant it was observed that presence of scrap material/maintenance parts and material were evident without</p>	
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		proper storage and segregation. Thus, 1 Critical NC raised for this indicator.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	<p>FGV practices of “Zero open burning” is enforced and elaborated in the Group Sustainability Policy dated 17/11/2020 and also included in the following guidelines;</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat b. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Penyediaan tanah tanam semula <p>The operating units adhered to the policy of “Zero open burning” for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. FGVPM Bukit Aping Selatan Estate 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 estate No fire was used for waste disposal.</p>	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	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.	Complied

		<p>a. FGV Agriculture Manual 1998</p> <ul style="list-style-type: none"> - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>b. Pictorial Safety Standards and Security Guidelines (PSS).</p> <p>c. Laboratory Process Control Manual</p> <p>FGVPISB Waha POM processing system is documented in the following documents;</p> <p>a. Manual Operasi Kilang Sawit introduced on 02/01/2001 revised 23/10/2017</p> <p>b. Prosedur Kerja Selamat</p> <p>c. Manual Alam Sekitar EMS</p> <p>d. Laboratory Process Control Manual (MOMIB)</p> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, dispatches etc.</p> <p>All the estate and mill operations were guided through the manuals and SOP.</p> <p>a. The procedures as documented in the FGV Agriculture Manual</p>	
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		<p>were disseminated to the staff/workers through morning briefings and training.</p> <ul style="list-style-type: none"> b. The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. c. The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security. d. Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment. 	
7.4.2	<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 FELDA Agriculture Services Sdn Bhd visits estate to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.</p> <ul style="list-style-type: none"> a. Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms. b. Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. c. For the estate Agronomic assessment and fertilizer recommendation was conducted by Agricultural Agronomic Services Dept to formulate the FY2022 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: 	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<ul style="list-style-type: none"> - FGVPM Bukit Aping Estate; Report Date: 25/02/2019; Report Number: FRS20200178 - FGVPM Bukit Aping Estate; Report Date: 11/02/2020; Report Number: FRS20210020 <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 with the recent carried out as follows:</p> <ul style="list-style-type: none"> - FGVPM Bukit Aping Estate; Report Date: 25/02/2019; Report Number: FRS20200178 - FGVPM Bukit Aping Estate; Report Date: 11/02/2020; Report Number: FRS20200178 <p>All foliar and soil sampling & analysis was conducted in FELDA Agricultural Services Sdn Bhd PPTR laboratory</p>																	
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 in designated fields at dosage of 20-40 mt/ha applied in inter rows subject to Agronomist recommendations. b. Cut frond are stacked in between the palms rows left to discompose. <table border="1" data-bbox="1137 1182 1928 1380"> <thead> <tr> <th>Year</th> <th>Field no</th> <th>Ha</th> <th>Mt</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>PM08N Blk 15</td> <td>52.52</td> <td>98.65</td> </tr> <tr> <td>2021</td> <td>PM08N Blk 16</td> <td>13.81</td> <td>20.49</td> </tr> <tr> <td>2021</td> <td>PM10P Blk 19</td> <td>73.08</td> <td>53.82</td> </tr> </tbody> </table>	Year	Field no	Ha	Mt	2021	PM08N Blk 15	52.52	98.65	2021	PM08N Blk 16	13.81	20.49	2021	PM10P Blk 19	73.08	53.82	Choose an item.
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7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertiliser application program was monitored using records i.e. program sheets, bin cards, field cost book, fertiliser Application monitoring forms, etc.</p> <p>a. Records of programs and applications of fertilizers were reviewed by the auditors.</p> <p>b. Review of the records revealed that the actual fertilizers applied in 2021/22 was in line with the program.</p> <p>c. The following fertilizers were applied in the estates on recommendation by the Agronomist FGVAS among others;</p> <table border="1" data-bbox="1182 692 1917 943"> <thead> <tr> <th>Fertilizer</th> <th>Kg/palm</th> <th>Application Month</th> </tr> </thead> <tbody> <tr> <td>NPK Mixture</td> <td>2.50</td> <td>Mac / June / Nov</td> </tr> <tr> <td>FPM 44 NPK</td> <td>2.00</td> <td>April / May</td> </tr> <tr> <td>NK Mixture</td> <td>3.00</td> <td>April / May</td> </tr> <tr> <td>PMg Mix</td> <td>3.00</td> <td>April / May</td> </tr> </tbody> </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 V: Manuring.</p>	Fertilizer	Kg/palm	Application Month	NPK Mixture	2.50	Mac / June / Nov	FPM 44 NPK	2.00	April / May	NK Mixture	3.00	April / May	PMg Mix	3.00	April / May	Complied
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<p>Criterion 7.5: Practices minimise and control erosion and degradation of soils.</p>																		
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 other problem soils (e.g. podzols and acid sulphate soils) in the estate. The soil map is prepared by <i>Unit Komputer (GPS/GIS)</i> from FELDA Agricultural Services Sdn Bhd (Land Management Unit).</p> <p>a. Soil Types: Rengam, Pohoi, L Alluvium, Durian, Tavy, Masai.</p>	Complied															

<p>7.5.2</p>	<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 FGV Estates, FGVPM Bukit Aping Selatan Estate 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 between 9 and 25 degrees was guided by a Policy is available titled as '<i>Polisi Perlindungan Dan Penjagaan Alam Sekitar</i>' signed by Pengarah Besar on 15.04.2016. 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 <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.</p>	<p>Complied</p>
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		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) providing the terrain classification. Most of the fields visited are at category of 0-6 degree. There were no areas with 13-25 degrees.	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	This compliance being addressed in the Sustainable Policy - "Slope and River Protection" signed by the Pengarah Besar dated May 2018 stating the following among others; "Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for FGVPM Bukit Aping Selatan Estate. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. The estate 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. - Minor compliance -	Soil surveys are made and available in a soil map at the estate. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. Details as per 7.5.1 and 7.5.2.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			

7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate as well. Therefore this indicator is not applicable.</p>	Not Applicable
7.7.2	<p>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 -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate as well. Therefore this indicator is not applicable.</p>	Not Applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estate visited. There was also no new planting in the estate. Therefore this indicator is not applicable.</p>	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -</p>	<p>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 estate and mill had their respective 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 PAIP for both mill and estate. b. Monitor the quality of main water inlet/outlet for pollutants from estate's operations. c. Contingency during water shortage. d. Monitor the usage of fresh water on monthly basis e. Reuse/recycle waste water. 	Complied

7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in FGVPM Bkt Aping Selatan Estate visited nor there is no new planting within. Therefore this indicator is not applicable.</p>	Not Applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in FGVPM Bkt Aping Selatan Estate visited nor there is no new planting within. Therefore this indicator is not applicable.</p>	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in FGVPM Bkt Aping Selatan Estate visited nor there is no new planting within. Therefore this indicator is not applicable.</p>	Not Applicable

Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.

<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <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 OU. 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. <p>The estates similarly possessed the following water management plan. Among others containing the following initiatives.</p> <table border="1" data-bbox="1137 821 1917 1370"> <thead> <tr> <th>Source</th> <th>Activity</th> <th>Threat</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Reservoir/ pond/ /Rain</td> <td>Chemical mixing</td> <td>Pollution Draught Wastage</td> <td>Enforcement of buffer zone as non-spraying activities.</td> </tr> <tr> <td>General Upkeep</td> <td>Pollution Draught Wastage</td> <td>Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.</td> </tr> <tr> <td>Line site</td> <td>Pollution Draught Wastage</td> <td>Every house is supplied with containers. Awareness on water usage efficiency.</td> </tr> </tbody> </table>	Source	Activity	Threat	Action Plan	Reservoir/ pond/ /Rain	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer zone as non-spraying activities.	General Upkeep	Pollution Draught Wastage	Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.	Line site	Pollution Draught Wastage	Every house is supplied with containers. Awareness on water usage efficiency.	<p>Complied</p>
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**RSPO P&C Public Summary Report
Revision 12 (Jun 2021)**

				Outsource from neighboring estates.									
		Drain upkeep	Interruption water flow at drainage system.	Periodic desilting Building of sand bags at specific points to contain water (weirs)									
			Water pollution	Prohibit workers from activities at water source Drinking water analysis. Monitor condition of septic tank Adhere SW management procedure to avoid pollution caused by SW.									
<p>Water Management Plan review date was sighted and verified with records as follows;</p> <table border="1"> <thead> <tr> <th>Estate/Mill</th> <th>Review Date</th> <th>Issues</th> </tr> </thead> <tbody> <tr> <td>FGVPISB Waha POM</td> <td>04/1/2022</td> <td>NIL</td> </tr> <tr> <td>FGVPM Bukit Aping Selatan Estate</td> <td>06/01/2022</td> <td>NIL</td> </tr> </tbody> </table>					Estate/Mill	Review Date	Issues	FGVPISB Waha POM	04/1/2022	NIL	FGVPM Bukit Aping Selatan Estate	06/01/2022	NIL
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>The Mill Identification & Management of Waste Water 2022 among others as summarized below;</p> <table border="1"> <thead> <tr> <th data-bbox="1137 435 1294 547">Location</th> <th data-bbox="1294 435 1507 547">Waste water produced</th> <th data-bbox="1507 435 1709 547">Treatment/containment</th> <th data-bbox="1709 435 1921 547">Reuse/recycle/disposal method</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 547 1294 850">Processing stations</td> <td data-bbox="1294 547 1507 850">Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water</td> <td data-bbox="1507 547 1709 850">Oil recovery/ETP</td> <td data-bbox="1709 547 1921 850">Recover into system</td> </tr> <tr> <td data-bbox="1137 850 1294 930">Boiler</td> <td data-bbox="1294 850 1507 930">Blow down, cleaning water</td> <td data-bbox="1507 850 1709 930">Sludge pit, ETP</td> <td data-bbox="1709 850 1921 930">Monsoon drain</td> </tr> <tr> <td data-bbox="1137 930 1294 1010">Process ramp</td> <td data-bbox="1294 930 1507 1010">Rainfall runoff</td> <td data-bbox="1507 930 1709 1010">Sedimentation trap</td> <td data-bbox="1709 930 1921 1010">Monsoon drain</td> </tr> <tr> <td data-bbox="1137 1010 1294 1161">Engine room</td> <td data-bbox="1294 1010 1507 1161">Steam condensate, turbine cooling water</td> <td data-bbox="1507 1010 1709 1161">Monsoon drain, recycled tank</td> <td data-bbox="1709 1010 1921 1161">Monsoon drain</td> </tr> <tr> <td data-bbox="1137 1161 1294 1209">Lab</td> <td data-bbox="1294 1161 1507 1209">Cleaning water</td> <td data-bbox="1507 1161 1709 1209">Process drain</td> <td data-bbox="1709 1161 1921 1209">Monsoon drain</td> </tr> <tr> <td data-bbox="1137 1209 1294 1321">Wash room</td> <td data-bbox="1294 1209 1507 1321">Toilet water, cleaning water</td> <td data-bbox="1507 1209 1709 1321">Septic tank</td> <td data-bbox="1709 1209 1921 1321">Collected by licensed contractor.</td> </tr> </tbody> </table>	Location	Waste water produced	Treatment/containment	Reuse/recycle/disposal method	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ETP	Recover into system	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain	Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain	Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain	Lab	Cleaning water	Process drain	Monsoon drain	Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.	
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Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain																												
Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain																												
Lab	Cleaning water	Process drain	Monsoon drain																												
Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.																												
7.8.2	(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the	Complied																												

	<p>Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>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 Section 1A/L2 revised dated 01/06/2016. The buffer zones established are as follows:</p> <table border="1" data-bbox="1144 630 1917 927"> <thead> <tr> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>>40 meters</td> <td>50 meters</td> </tr> <tr> <td>20 - 40 meters</td> <td>40 meters</td> </tr> <tr> <td>10 - 20 meters</td> <td>20 meters</td> </tr> <tr> <td>5 - 10 meters</td> <td>10 meters</td> </tr> <tr> <td>< 5 meters</td> <td>5 meters</td> </tr> </tbody> </table> <p>Buffer zones were protected. Areas visited for the estates as tabled below;</p> <table border="1" data-bbox="1151 1074 1906 1256"> <thead> <tr> <th>Estate/Mill</th> <th>Location</th> <th>Field No/Area</th> </tr> </thead> <tbody> <tr> <td>FGVPMSB Waha POM</td> <td>Sg Bahan</td> <td>FELDA Bkt Ester</td> </tr> <tr> <td>FGVPM Bukit Aping Selatan</td> <td>Sg Bahan</td> <td>PM10P</td> </tr> </tbody> </table> <p>Prevention is made especially during the manuring activities. FGV reviewed the environmental performances during the monthly EPMC Environmental Performance Monitoring Committee. Sighted</p>	River width	Buffer zone	>40 meters	50 meters	20 - 40 meters	40 meters	10 - 20 meters	20 meters	5 - 10 meters	10 meters	< 5 meters	5 meters	Estate/Mill	Location	Field No/Area	FGVPMSB Waha POM	Sg Bahan	FELDA Bkt Ester	FGVPM Bukit Aping Selatan	Sg Bahan	PM10P	
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**RSPO P&C Public Summary Report
Revision 12 (Jun 2021)**

minutes of meeting WPOM dated 04/05/2021 and 12/12/2021 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 mill made an monthly water samples at 2 points in the river nearby i.e hulu & hilir Sg Bahan source for the mill water consumption.. Similar sampling (2x/year) for the estate was made in Sg Bahan results as shown below. No major issues were noted/recorded. Analysis made by Makmal Analisa PPTR.

Parameter	unit	06/12/2021		06/10/2021	
		Hulu	Hilir	Hulu	Hilir
PH	-	9.1	6.6	4.70	7.90
BOD	mg/L	2	2	2	3
COD	mg/L	-	-	-	-
T Solids	mg/L	58	665	132	161
S Solids	mg/L	13	19	12	18
O & G	mg/L	-	-	-	-
A Nitrogen	mg/L	-	-	-	-
T Nitrogen	mg/L	-	-	-	-

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

<p>7.8.3</p>	<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. No over flow was observed, and flow meter reading was recorded daily. The mill monitors the effluent and submits to DOE through 'Borang Penyata Suku Tahunan'.</p> <table border="1" data-bbox="1137 587 1926 890"> <thead> <tr> <th colspan="2">Standard</th> <th>04/10/21</th> <th>03/11/21</th> <th>15/12/21</th> </tr> </thead> <tbody> <tr> <td>PH</td> <td>5.-9.</td> <td>8.60</td> <td>8.70</td> <td>8.60</td> </tr> <tr> <td>BOD</td> <td>20</td> <td>52</td> <td>44</td> <td>23</td> </tr> <tr> <td>COD</td> <td>-</td> <td>364</td> <td>436</td> <td>231</td> </tr> <tr> <td>Total solids</td> <td>-</td> <td>3100</td> <td>2900</td> <td>1612</td> </tr> <tr> <td>S Solids</td> <td>200</td> <td>55</td> <td>138</td> <td>40</td> </tr> <tr> <td>Oil & grease</td> <td>5.0</td> <td>9.00</td> <td>4.00</td> <td>5.00</td> </tr> <tr> <td>A Nitrogen</td> <td>20</td> <td>24</td> <td>12</td> <td>11</td> </tr> <tr> <td>Total N</td> <td>200</td> <td>42</td> <td>48</td> <td>34</td> </tr> </tbody> </table> <p>FGVPISB Waha POM's DOE (License No 004743) was for water discharge requirement of which is BOD less than 20 mg/l. The mill in the interim has made the following initiative for the BOD reduction among others as stated below. The mill is currently compiling a 5 year master blueprint discussed on the entire Group basis having the following projects for enhancement to the environmental issues.</p> <table border="1" data-bbox="1137 1182 1926 1343"> <thead> <tr> <th>Projects</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>Environmental</td> <td>Upgrading of final point discharge effluent drain and improved containment wall at cost RM10K</td> </tr> </tbody> </table>	Standard		04/10/21	03/11/21	15/12/21	PH	5.-9.	8.60	8.70	8.60	BOD	20	52	44	23	COD	-	364	436	231	Total solids	-	3100	2900	1612	S Solids	200	55	138	40	Oil & grease	5.0	9.00	4.00	5.00	A Nitrogen	20	24	12	11	Total N	200	42	48	34	Projects	Details	Environmental	Upgrading of final point discharge effluent drain and improved containment wall at cost RM10K	<p>Complied</p>
Standard		04/10/21	03/11/21	15/12/21																																																
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		Environmental	Upgrading of inspection roads along the effluent ponds with facilities of concrete monsoon drains at RM 100K		
		Environmental	Scheduled effluent pond desludging in phases at RM 200K		
		Operations	Daily monitoring of the effluent quality to meet legal compliance.		
		Boiler emission	Green Air Dust Emission 2022 at cost RM 1.751M		
		Environmental	Additional effluent discharge at land application at cost of RM 400K in 2022.		
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2021 of fresh fruit bunches (FFB) below; Base line is 1.2 ratio			Complied
		Month	Water (m ³)	FFB (mt)	Water/FFB (m ³)
		Jan 2021	21119	17440	1.21
		Feb 2021	16595	13760	1.21
		Mac 2021	19715	15940	1.24
		Apr 2021	22430	18020	1.24
		May 2021	24936	20070	1.24
		June 2021	24098	19370	1.24
		July 2021	31831	26580	1.20
		Aug 2021	30323	24970	1.21

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<table border="1"> <tr> <td>Sept 2021</td> <td>23112</td> <td>18800</td> <td>1.23</td> </tr> <tr> <td>Oct 2021</td> <td>29215</td> <td>24040</td> <td>1.22</td> </tr> <tr> <td>Nov 2021</td> <td>26742</td> <td>22100</td> <td>1.21</td> </tr> <tr> <td>Dec 2021</td> <td>24804</td> <td>20540</td> <td>1.21</td> </tr> </table> <p>There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc.</p>	Sept 2021	23112	18800	1.23	Oct 2021	29215	24040	1.22	Nov 2021	26742	22100	1.21	Dec 2021	24804	20540	1.21	
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Nov 2021	26742	22100	1.21																
Dec 2021	24804	20540	1.21																
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 2022. The document was reviewed/updated on Jan 2022. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1"> <thead> <tr> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td> </tr> <tr> <td>Van / Supervisory vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.</td> </tr> </tbody> </table>	Target	Objective	Action plan	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.	Complied							
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RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources
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The utilization of fossil fuel in 2021 is being monitored with records shown below: Baseline is 1.37. The mill diesel utilization in 2021 is 298,901 liters which tallies with the GHG declared figures.

FGVPMSB Waha POM

Month (2021)	FFB (mt)	Diesel (L)	Diesel/FFB (mt/L)
Jan	17440	31270	1.79
Feb	13760	20226	1.47
Mac	15940	17302	1.12
Apr	18020	21816	1.21
May	20070	23202	1.16
June	19370	22615	1.17
July	26580	21341	0.80
Aug	24970	25435	1.02
Sept	18800	30141	1.60
Oct	24040	30573	1.27
Nov	22100	29139	1.32
Dec	20540	25841	1.26

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

FGVPM Bukit Aping Estate

Month (2021)	FFB (mt)	Diesel (L)	Diesel/FFB (mt/L)
Jan	1084	3343	3.08
Feb	804	3331	4.14
Mac	1101	4090	3.71
Apr	1055	4846	4.59
May	1220	4569	3.75
June	1384	5155	3.73
July	1353	5344	3.95
Aug	1520	3047	2.00
Sept	1737	2654	1.53
Oct	1516	3280	2.16
Nov	1303	3800	2.92
Dec	1230	3560	2.89

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 estate adopted the following practices in reducing diesel consumption in the daily operations.

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

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

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

		<p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2022 identified in the following</p> <ul style="list-style-type: none"> a. Environmental Aspect Identification Summary FY 2022 reviewed accordingly. b. Environmental Impact Evaluation Summary FY 2022 reviewed accordingly. c. Renewable energy usage & diesel consumption 2022 was established and monitored by monthly basis. 	
<p>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.</p>			
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>FGVPISB Waha Palm Oil Mill and FGVPB Bukit Aping Selatan Estate have identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <ul style="list-style-type: none"> a. The management from both estate 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. b. Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report. 	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 certification unit has calculated the GHG using RSPO Palm GHG V4 calculator and the calculation option used is Option 1. The certification unit records NIL new development within the certified area. There is no peat soil or soil categorized as marginal or fragile soil in FGVPB Bukit Aping Selatan Estate nor there is no new planting within.</p>	Complied

<p>7.10.3</p>	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - 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 certification unit has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers estate (Latest 04/01/2022) 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 estates and mill operations were:</p> <table border="1" data-bbox="1137 735 1912 1225"> <thead> <tr> <th data-bbox="1144 740 1346 815">Environmental Receptors</th> <th data-bbox="1352 740 1906 815">Source</th> </tr> </thead> <tbody> <tr> <td data-bbox="1144 820 1346 963">Air</td> <td data-bbox="1352 820 1906 963">Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td data-bbox="1144 968 1346 1144">Water</td> <td data-bbox="1352 968 1906 1144">Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td data-bbox="1144 1149 1346 1220">Land</td> <td data-bbox="1352 1149 1906 1220">Land – Scheduled waste, domestic waste and industrial / process waste.</td> </tr> </tbody> </table> <p>FGVPISB Waha Palm Oil Mil 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</p>	Environmental Receptors	Source	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down	Land	Land – Scheduled waste, domestic waste and industrial / process waste.	<p>Complied</p>
Environmental Receptors	Source										
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Land	Land – Scheduled waste, domestic waste and industrial / process waste.										

		<p>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. Data from the stack is connected online to DOE office. 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.</p> <p>The Pollution Prevention Plan and Waste Management Action Plan 2022” – 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 CU were:</p> <ul style="list-style-type: none"> a. Scheduled wastes – disposed to Kualiti Alam Sdn Bhd. b. Domestic wastes are disposed to MDP landfill c. Full compliance to zero burning practices. d. Installation of Biogas Plant 2023. <p>The environmental issues are discussed together in the quarterly ESH meeting 4 times a year. 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 	
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		<p>Minutes of mill meeting dated 12/10/2021 and 29/12/2021 was sighted and verified.</p> <p>In addition, environmental issues were also discussed direct or indirectly during the management meeting the weekly muster. EPMC dated 24/09/2021 issues discussed the following issues.</p> <ul style="list-style-type: none"> a. Kualiti & Alam Sekitar b. Effluent performance c. Competent person CePSO / CePWaM /CePPOME <p>The estate initiated meeting on environmental dated 23/08/2021.</p>	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - 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. Manual Ladang Sawit LESTARI on reviewed 01/06/2012 b. Sawit pra matang edisi II seksyen 3 c. Manual Ladang Sawit LESTARI reviewed on 01/06/2012 d. Sawit matang edisi II seksyen 4 e. Manual Ladang Sawit LESTARI 01/06/2012 f. Pembajaan sawit edisi II seksyen 5 g. Prosedur Kerja Selamat h. Manual Kelestarian (Sustainability) <p>As advocated, the estates practiced zero burning. In the replants visited during the audit in the estate, it was evident that all palms</p>	Complied

		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.	
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	There was no land preparation in Estates by burning ever since FGV practiced zero burning as specified in Item 5.3.6 on "NO OPEN BURNING/USE OF FIRE" sign by Board of Directors dated 17/11/2020. The estate 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 estate. The estate recorded replanting program for the forthcoming 5 years. There is a fire ERP team established by the estate and mill.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	FGV engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meeting of WAHA POM dated 17/09/2021 attended by 40 participants among others describing the following Taklimat SCOC (Supplier code of conduct (FGVH) Details of SCOC as follows; a. Safety Health and Environment b. Implementation of no open burning - Pelan Pengurusan Kebakaran Ladang FGVPM - Pihak berkepentingan boleh melaporkan kepada FGV - Jika berlaku kebakaran di persempadanan kawasan ladang/kilang. Pihak ladang/kilang /pekebun kecil berhampiran juga boleh mendapatkan bantuan daripada FGV jika berlaku di kawasan mereka. c. Sustainability Policies d. Conflict of interest	Complied

		Prior meeting was dated 02/03/2020 attended by 17 people having similar agenda of discussion. There were follow-ups on the briefing and others commitment through stakeholder feedback in a form distributed by the mill/estate dated 17/08/2021 sighted and verified.	
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	(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. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	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.	Complied
7.12.2	(C) HCVs, HCS forests and other conservation areas are identified as follows: 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. 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. PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).	The latest assessment was conducted with details as follows; <i>"Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti"</i> , FGVPM Bukit Aping Selatan dated 20 Dec 2018. Thereafter being reviewed annually by En Amir Hamzah Dollah @ Abdullah from the Due Diligence Unit, Plantations Sustainability Department. In summary there was no HCV present in the certification unit except for buffer zone for Sungai Bahan flowing inlet at PM10P. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following; a. General biodiversity issues	Complied

	- Critical (Major) compliance -	<ul style="list-style-type: none"> 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>	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.	Complied
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>The latest assessment was conducted with details as follows; <i>"Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti</i>, FGVPM Bukit Aping Selatan dated 20 Dec 2018. Thereafter being reviewed by En Amir Hamzah Dollah @ Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Bahan flowing inlet at PM10P. The report details the findings of a rapid appraisal of the biodiversity in the estates</p>	Complied

RSPO P&C Public Summary Report
Revision 12 (Jun 2021)

		<p>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. 	
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>The audit findings have confirmed that there is no new planting 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
7.12.7	<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 latest assessment was conducted with details as follows; <i>"Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti"</i>, FGVPM Bukit Aping Selatan dated 20 Dec 2018. Thereafter being reviewed by En Amir Hamzah Dollah @ Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present in the CU except for buffer zone (0.34Ha) for Sungai Bahan flowing inlet at PM10P. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity</p>	Complied

		<p>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. 	
7.12.8	<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 planting 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

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2020 for FGVPISB Waha POM and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill 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 FGVPISB Waha POM and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.95
PKO	0.95

Extraction	%
OER	20.60
KER	4.99

Production	t/yr
FFB Process	241630.00
CPO Produced	49776.93
PKO Produced	12066.78

Land Use	Ha
OP Planted Area	851.96
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0
Total	851.96

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	8414.49	0.63	0.00	0.00	0.00	0.00	8414.49	0.63
CO ₂ Emission from fertilizer	363.09	0.03	0.00	0.00	0.00	0.00	363.09	0.03
NO ₂ Emission	291.97	0.02	0.00	0.00	0.00	0.00	291.97	0.02
Fuel Consumption	101.62	0.01	0.00	0.00	0.00	0.00	101.62	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-7975.82	-0.60	0.00	0.00	0.00	0.00	-7975.82	-0.60
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1195.35	0.09	0.00	0.00	0.00	0.00	1195.35	0.09

*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	932.57	0.00
Grid Electricity Utilization	0.00	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	932.57	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

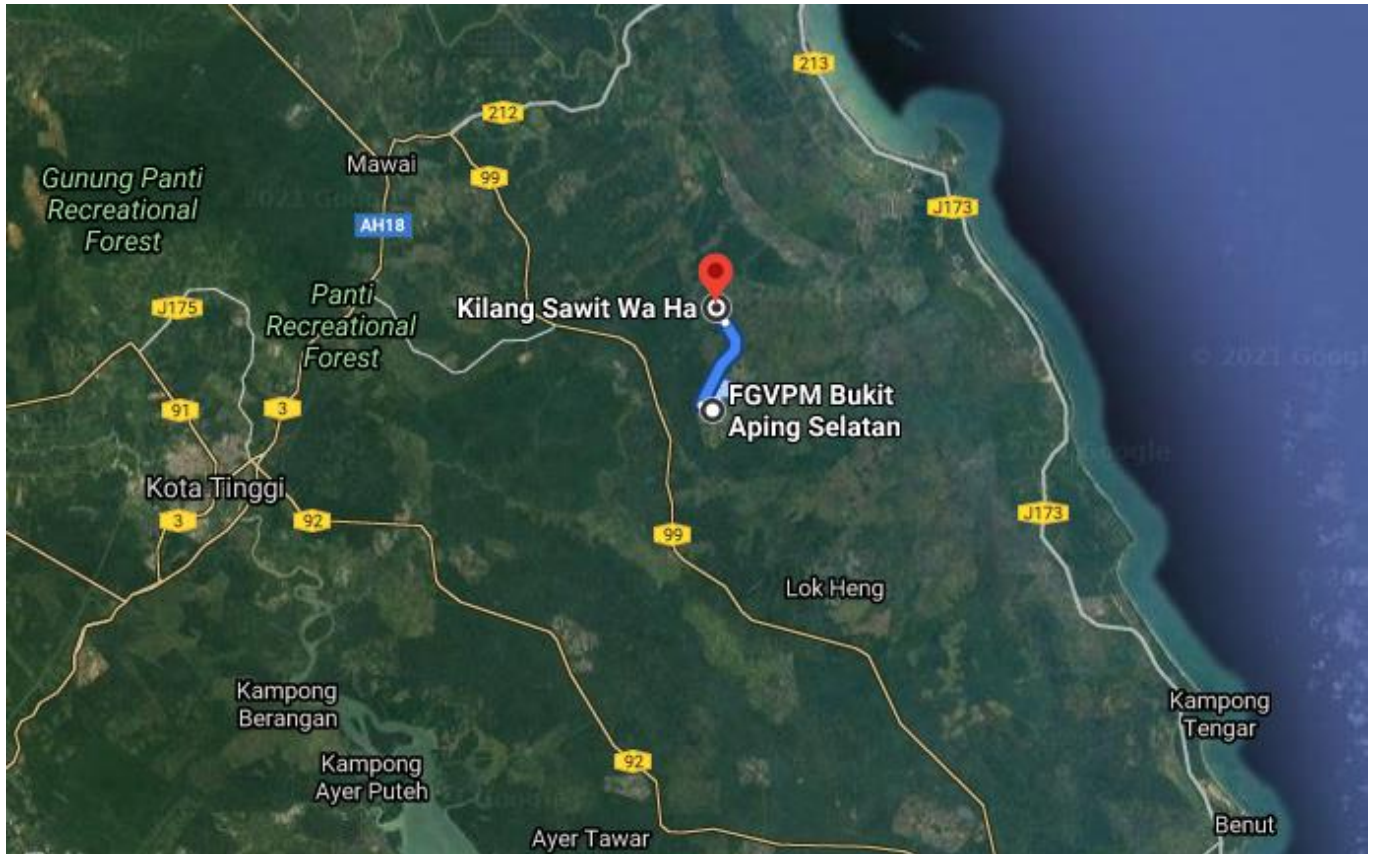
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

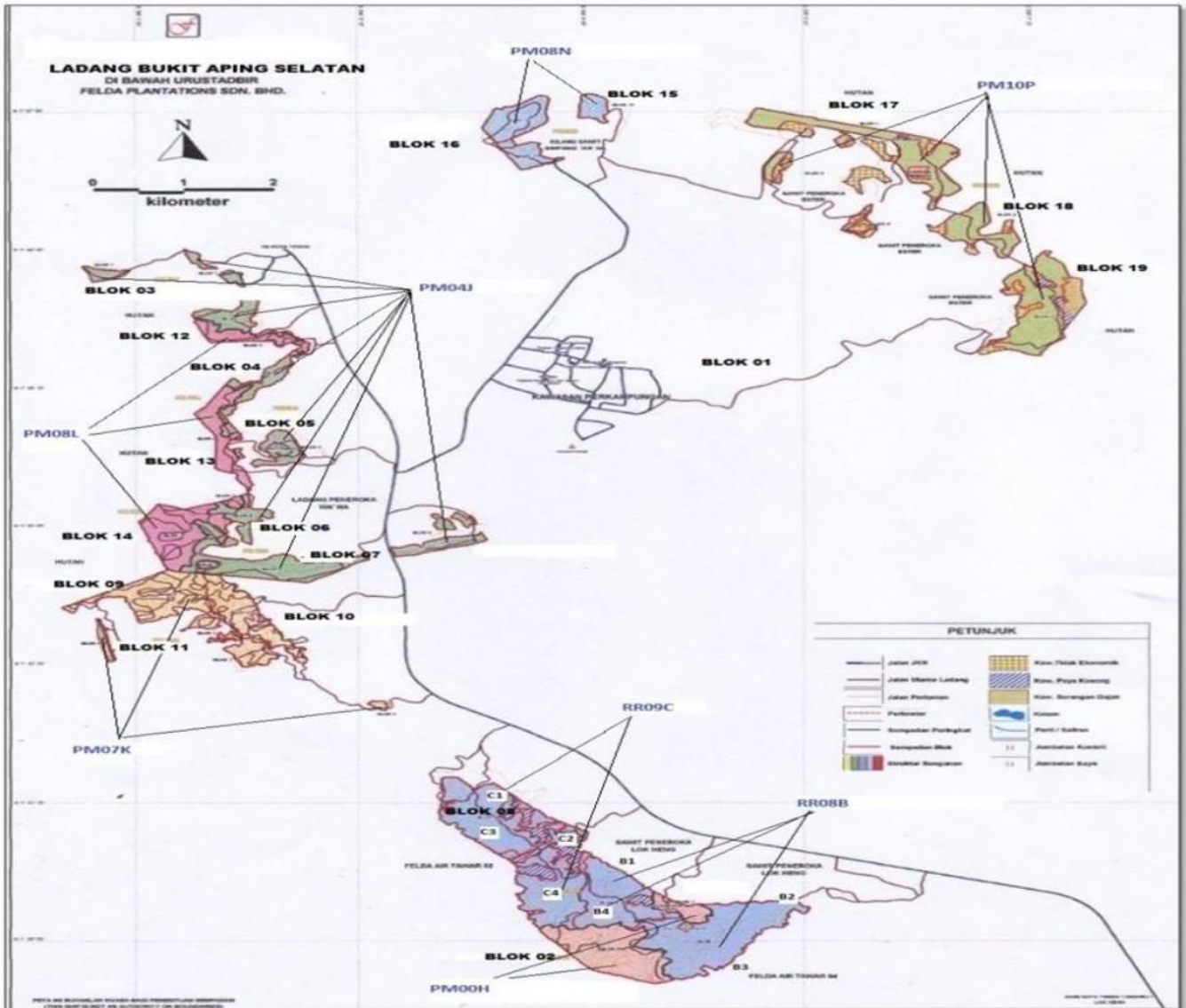
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and sampled

Not Applicable

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FGVPISB	Felda Global Ventures Palm Industries Sendirian Berhad
FGVPM	Felda Global Ventures Plantations Malaysia
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure