

MALAYSIAN SUSTAINABLE PALM OIL
MSPO OPMC Public Summary Report

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

FGV HOLDINGS BERHAD
Client Company (HQ) Address: Level 20, West Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia
Certification Unit: FGVPI Wa Ha Palm Oil Mill & FGVPM Bukit Aping Selatan Estate
Date of Final Report: 12/5/2023

Report prepared by:
Ahmad Ruffi Bin Abu Talib Khan (Lead Auditor)

Report Number: 3720236

Assessment Conducted by:
BSI Services Malaysia Sdn Bhd,
(DSM Accreditation Number: MSPO 09112018 CB 12)
Suite 29.01 Level 29 The Gardens North Tower,
Mid Valley City Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia
Tel +60392129638 Fax +60392129639
www.bsigroup.com

TABLE of CONTENTS	Page No
Section 1: Executive Summary	3
1.1 Organizational Information and Contact Person	3
1.2 Certification Information	3
1.3 Other Certifications	4
1.4 Location of Certification Unit	4
1.5 Certified Area	4
1.6 Plantings & Cycle	4
1.7 Certified Tonnage of FFB	5
1.8 Uncertified Tonnage of FFB.....	5
1.9 Certified Tonnage	5
1.10 Actual Sold Volume (CPO).....	5
1.11 Actual Sold Volume (PK).....	6
Section 2: Assessment Process	7
2.1 BSI Assessment Team	8
2.2 Impartiality and conflict of interest	9
2.3 Accompanying Persons	9
2.4 Assessment Plan	10
Section 3: Assessment Findings	12
3.1 Details of audit results.....	12
3.2 Details of Nonconformities and Opportunity for improvement	12
3.3 Status of Nonconformities Previously Identified and OFI	14
3.4 Summary of the Nonconformities and Status	18
3.5 Issues Raised by Stakeholders	18
3.6 List of Stakeholders Contacted	19
Section 4: Assessment Conclusion and Recommendation	20
Appendix A: Summary of the findings by Principles and Criteria.....	21
Appendix B: Smallholder Member Details.....	96
Appendix C: Location and Field Map.....	97
Appendix D: List of Abbreviations	99

Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	FGV Holdings Berhad		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	FGVPI Wa Ha POM	500171704000	31/03/2023
	FGVPM Bukit Aping Selatan Estate	616064002000	30/06/2023
Address	Plantations Sustainability Department, Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Management Representative	En. Ameer Izyanif Bin Hamzah		
Website	https://www.fgvholdings.com	E-mail	ameer.h@fgvholdings.com
Telephone	+603 2859 1995	Facsimile	+603 2859 1311

1.2 Certification Information			
Certificate Number	Mill: MSPO 693245 Estate: MSPO 693246	Certificate Start Date	22/02/2019
Date of First Certification	22/02/2019	Certificate Expiry Date	21/02/2024
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	<p>The objective of the assessment was to conduct a surveillance assessment and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by the organization's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organization's specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan and where applicable to identify potential areas for improvement of the management system.</p>		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Stage 1 Date	19-20/07/2018		
Stage 2 / Initial Assessment Visit Date (IAV)	16-17/10/2018		
Continuous Assessment Visit Date (CAV) 1	09-10/01/2020		
Continuous Assessment Visit Date (CAV) 2	20-21/01/2021		
Continuous Assessment Visit Date (CAV) 3	13-14/01/2022		
Continuous Assessment Visit Date (CAV) 4	09-12/01/2023		

MSPO Public Summary Report

Revision 2 (Nov 2021)

1.3 Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 693243	RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019; with Supply Chain Mass Balance Module	BSI Services Malaysia Sdn. Bhd.	21/02/2024
MSPO SCCS-TCI-002-2020	Malaysian Sustainable Palm Oil Supply Chain Certification Standard (MSPO SCCS-01) (November 2018)	Trans Certification International (TCI)	26/03/2025

1.4 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
FGVPI Wa Ha POM	Kilang Sawit Wa Ha, Jalan Rusa Felda Simpang Wa Ha, 81907 Kota Tinggi, Johor, Malaysia	1° 47' 44.99" N	104° 4' 30.00" E
FGVPM Bukit Aping Selatan Estate	Pejabat Ladang FGVPM Bukit Aping Selatan, D/A Felda Bukit Wa Ha, 81900 Kota Tinggi, Johor, Malaysia	1° 45' 18.29" N	104° 4' 23.99" E

1.5 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Aping Selatan	851.96	-	696.01	1,547.97	55.03%
Total (ha)	851.96	-	696.01	1,547.97	

1.6 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
FGVPM Bukit Aping Selatan	0.00	235.96	616.00	0.00	0.00	851.96	0.00
Total (ha)	0.00	235.96	616.00	0.00	0.00	851.96	0.00

MSPO Public Summary Report Revision 2 (Nov 2021)

1.7 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Feb 2022 - Jan 2023)	Actual (Jan 2022 - Jan 2023)	Forecast (Feb 2022 - Jan 2023)
FGVPM Bukit Aping Selatan	15,000.00	15,404.06	16,584.00
Felda Bukit Aping Timur	27,000.00	50,897.99	51,000.00
Felda Simpang Waha	27,000.00	49,693.73	50,000.00
Felda Bukit Easter	27,000.00	46,726.54	47,000.00
Felda Bukit Waha	17,000.00	31,449.97	32,000.00
Felda Bukit Aping Barat	23,000.00	34,588.66	35,000.00
Total (mt)	136,000.00	228,760.95	231,584.00

1.8 Uncertified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Feb 2022 - Jan 2023)	Actual (Jan 2022 - Jan 2023)	Forecast (Feb 2022 - Jan 2023)
OCP	21,200.00	29,199.08	30,950.00
Total (mt)	21,200.00	29,199.08	30,950.00

1.9 Certified Tonnage			
	Estimated (Feb 2022 - Jan 2023)	Actual (Jan 2022 - Jan 2023)	Forecast (Feb 2022 - Jan 2023)
	Mill Capacity: 45 MT/hr	FFB	FFB
	136,000	228,760.95	231,584.00
SCC Model: MB	CPO (OER: 21.79%)	CPO (OER: 21.10%)	CPO (OER: 21.34%)
	29,634.44	48,268.56	49,420.03
	PK (KER: 5.25%)	PK (KER: 5.30%)	PK (KER: 5.25%)
	7,140.00	12,124.33	12,158.16

1.10 Actual Sold Volume (CPO)					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
48,268.56	-	-	415.91	45,443.86	45,859.77

MSPO Public Summary Report
Revision 2 (Nov 2021)

1.11 Actual Sold Volume (PK)					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
12,124.33	-	-	375.91	11,675.39	12,051.30

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 09-12/01/2023. The audit programme is included as Section 2.4. The approach to the audit was to treat the FGVPI Wa Ha POM and FGVPM Bukit Aping Selatan Estate a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities

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. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment

The Certification Unit were not using MSPO certification marks for any type of on- and off-product communication. The Certification Unit are compliance with the use of the MSPO Logo and related claims.

The estates or smallholders sample were determined based on formula $S = r\sqrt{n}$ where n is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement. The sampling of smallholders were based on the formula $(r\sqrt{n})$; where r is the risk factor (may defers 1, 1.5 and 2 depending on risk), where n is total number of group members. The sampled smallholder listed in Appendix B.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSPO 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 3.6.

This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

All the previous nonconformities are remains closed. The assessment findings from the initial assessment are detailed in Section 4.2.

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification and recertification decision by BSI. For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

MSP0 Public Summary Report
Revision 2 (Nov 2021)

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

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPI Wa Ha POM	√	√	√	√	√
FGVPM Bukit Aping Selatan Estate	√	√	√	√	√

Tentative Date of Next Visit: January 8, 2024 - January 11, 2024

Total No. of Mandays: 7

2.1 BSI Assessment Team

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Ahmad Ruffi Bin Abu Talib Khan (ARK)	Team Leader	<p>Education: Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years' experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Aspect covered in this audit: Policy and commitment, internal audit, management review, social compliance, communication, complaint and grievance procedure and implementation, water management plan, and fire prevention.</p> <p>Language proficiency: Fluent in English and Bahasa Malaysia.</p>
Yusof Khairan Nizar (YKN)	Team Member	<p>Education:</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

		<p>Diploma in Public Administration-ITM (1991), Certificate of Safety and Health Officer-MII (2003). Bachelor of Corporate Administration (Hons) UiTM (2003), Master of Science (Occupational Safety and Health) Management-UUM (2011).</p> <p>Work Experience: 17 years experiences working Japanese MNC in Manufacturing Silicone, Rubber and plastic products and components. Registered SHO with DOSH Malaysia. 16 years experiences working as Consultants, Trainers and Auditors with local, international CBs. 4 years experiences as HSE Advisors with Telco Company. Contract Trainer of OSH & Environment, HSE Legal & Other Requirements, Lead Auditors course for STS & NIOSH Cert. Approved (HRDF) Trainer. Assessor for Prime Minister’s Hibiscus Award.</p> <p>Training attended: Successfully attended course ISO 9001 IRCA/IATC A Lead Auditor Training IMTL (Kuala Lumpur), ISO 14001 IEMA Approved EMS Advanced Lead Auditor Training Course-Aspects Moody Certification Ltd (UK). OH&SMS IRCA Certified Lead Auditor Training Course-Moody International (KL). MS 1722 Lead Auditor Training NIOSH Cert. (KL), MSPO Auditing – SGS (Malaysia). RSPO P&C 2018 Refresher Lead Auditor Course – Checkmark Training. Also attended the Quality & Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodied Providing Audit and Certification (ISO/IEC 17021:2015) collaboration with Institute of Quality Malaysia, ISO/IEC 17021. MSPO Peer Reviewer Training (MPOCC). HCV-HCS Integrated Concept & Brief Method and Social Knowledge for Assessing High Carbon Stock (Aiknow) and PT Remark Asia, SMETA Audit Training-BSI, Registered Environmental Audit Training (IEMAS). Capacity Development for MSPO MS2530:2022 (Part 1-4) & Scheme Documents Workshop-MPOCC.</p> <p>Aspect covered in this audit: Traceability, Legal Requirement, Occupational, Health & Safety, Best Practises, and supply chain requirements.</p> <p>Language proficiency: English and Bahasa Malaysia.</p>
--	--	--

2.2 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.

2.3 Accompanying Persons

No.	Name	Role
	N/A	

2.4 Assessment Plan

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

Date	Time	Subjects	ARK	YKN
Sunday, 08/01/2023		Audit team travel to Johor	√	√
Monday, 09/01/2023 FGVPM Bukit Aping Selatan Estate	0800 - 0930	Audit team travel to Bukit Aping Selatan Estate Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). • Verification on previous audit findings 	√	√
	0930 - 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, Scheduled wastes management, worker housing, clinic, Landfill, etc.	√	√
	1230 - 1330	Lunch	√	√
	1330 - 1700	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√
	1700 - 1730	Interim closing meeting	√	√
Tuesday, 10/01/2023 FGVPM Bukit Aping Selatan Estate	0900 - 1230	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√
	1230 - 1330	Lunch	√	√
	1330 - 1700	Document Review (MS 2530:2013 Part 3): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services, P6: Best practices, P7: Development of New Planting	√	√
	1700 - 1730	Interim closing meeting	√	√

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Date	Time	Subjects	ARK	YKN
Wednesday 11/01/2023 Wa Ha Palm Oil Mill	0900 1230	- Mill Assessment: Plant visit, 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, etc	√	√
	1000 1100	- Stakeholder Consultation	√	
	1230 1330	- Lunch	√	√
	1330 1700	- Document review (MS 2530:2013 Part 4): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices	√	√
	1700 1730	- Interim closing meeting	√	√
Thursday, 12/01/2023 FGVPI Wa Ha Palm Oil Mill	0900 1030	- Document review (MS 2530:2013 Part 4): P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices	√	√
	1030 1130	- Auditor Discussion and preparation for closing meeting	√	√
	1130 1230	- Closing Meeting	√	√

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following MSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During the assessment there were One (1) Major & Zero (0) Minor nonconformities and Two (2) OFI raised. The Wa Ha Palm Oil Mill and Supply Bases Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-Conformity Report			
NCR Ref #:	2297450-202301-M1	Issue Date:	12/01/2023
Due Date:	12/04/2023	Date of Closure:	11/04/2023
Area/Process:	Wa Ha Palm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.3.1.1 Major
Requirements:	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	The operation of the mill found non-compliance to applicable subsidiary legal requirements.		
Objective Evidence:	One (1) unit of Fume Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of Clean Air Regulation 2014 as required. The mill has consumed of the total of 254,535.00 m3 of water for the time between January 2022 to November 2022. The average water pumped was 764.37 m3 per day, which is above the allowable limit of 600 m3 per day set in the license (BAKAJ – Lesen Abstraktasi Air Untuk Industri, No Fail: BAKAJ/334/300/05/08/08/06).		
Corrections:	1) Mill Management to conduct awareness regarding Jadwal Pematuhan and DOE requirement by Eksekutif Alam Sekitar (EKAS) Zon. 2) Evidence on submission on notification to DOE.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

	3) Mill to request to BAKAJ to up limitation water usage from 600 to 1000 m3 per day.
Root cause analysis:	Management do not notify DOE on Canopy Hood in Laboratory and not monitor requirement of legal due to lack of awareness for person in charge.
Corrective Actions:	1) Mill Management to discuss regarding legal requirement in Environment Performance Management Committee (EPMC) meeting. 2) Mill Management to check the requirement of each license on yearly basis.
Assessment Conclusion:	Sighted the approval letter from Badan Kawal Selia Air Johor (BAKAJ) dated 02/04/2023 with Reference No: SUKJ.BAKAJ;334/300/05/08/08/06() address to Wa Ha Palm Oil Mill Manager regarding the approval to increase the water consumption from 600 m ³ to 1200 m ³ . The mill also has submitted the written notification to Department of Environment (DOE) dated and received the reply from DOE dated 28/04/2019, stating that the mill's consultant has submitted the written notification on 19/12/2018. From each evidence submitted, the Major NC is closed. Further verification will be conducted in the next audit.

Opportunity For Improvement			
Ref:	2297450-202301-I1	Clause:	MSPO 2530 Part 4: 4.5.4.1
Area/Process:	Wa Ha Palm Oil Mill		
Objective Evidence:	An assessment of all polluting activities from existing bunding to be further enhanced and improved to mitigate diesel leakage to soils or water ways at diesel storage and usage location.		

Opportunity For Improvement			
Ref:	2297450-202301-I2	Clause:	MSPO 2530 Part 4: 4.4.1.1
Area/Process:	Wa Ha Palm Oil Mill		
Objective Evidence:	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 been developed based on the areas and issues of concern that have been raised. One of the issues of concern been identified issued is on medical cost subsidies provided to foreign workers which is only MYR200.00 a year which is not sufficient to cover their outpatient treatment cost. Therefore, management may improve on the action taken to resolve the issues concern identified in action plan.		

Noteworthy Positive Comments	
1	Good cooperation from the management team in facilitation the assessment.
2	Good relationship being maintained with surrounding communities.

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	2155047-202201-M1	Issue Date:	14/01/2022
Due Date:	14/04/2022	Date of Closure:	12/04/2022
Area/Process:	FGVPM Bukit Aping Selatan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.5.9 Major
Requirements:	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.		
Statement of Nonconformity:	Insufficient information stated in the workers' pay slips for contractors.		
Objective Evidence:	Sample of pay slips for contractor workers has been taken in FGVPM Bukit Aping Selatan Estate. There is evidence that all contractors 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.		
Corrections:	<ol style="list-style-type: none"> 1) To appointed new person in charge to handle compliance for documentation on payslips among contractors. 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 documentation on payslips among contractors due to changes person in charge to monitor the issues.		
Corrective Actions:	<ol style="list-style-type: none"> 1) New person in charge to handle compliance for documentation on payslips among contractors. 2) Minute of meeting with Contractors every 6 months to discuss matter related to Employment Contracts. 		
Assessment Conclusion:	Newly appointed person in charge sighted in the appointed letter dated 25/01/2022 where Mr Muhammad Rezuan bin Othman, assistant manager of FGVPM Bukit Aping Estate. Meeting with contractor conducted on 03/02/2022 with attendance of 4 contractors to explain on compliance of legal regulations. The corrective action is found to be effectively implemented; thus, the major NC is closed on 12/04/2022 Continuous implementation will be further verified in the next audit.		
Verification Statement:	Continuous implementation for the implementation was verified during this audit. Interview session with the current contractor was done, as the previous contractor was no longer in service with the estate. The contractor verified that he is working alone, as he is the owner and worker for the company, thus there is no personal payslip is available for him. The income statement is as per the invoice and payment voucher from the estate. Document checking was done through one sample of KKS Bina Sdn Bhd, verification made through the salary and records of deduction, found that the deduction was as per the regulation, and details of deduction was made available in the payslip. As for this, the Major NC remain close.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Non-Conformity Report			
NCR Ref #:	2155047-202201-M2	Issue Date:	14/01/2022
Due Date:	14/04/2022	Date of Closure:	12/04/2022
Area/Process:	FGVPM Bukit Aping Selatan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.3.1.1 Major
Requirements:	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.		
Statement of Nonconformity:	The management unable to monitor compliance of legal requirement for the contractor workers.		
Objective Evidence:	<p>2 employment contracts for contractor’s workers (Vaxxx Coxxxxxxx Enxxxxxx and Pexxxxxx Saxxx and Saxxxx) has been sampled which stated that total public holiday is 10 days 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 (Huxxx Enxxxxxxx and Vaxxx Enxxxxxxx).</p>		
Corrections:	<ol style="list-style-type: none"> 1) To appointed new person in charge to handle compliance for Employment Contracts among contractors. 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:	<ol style="list-style-type: none"> 1) New person in charge to handle compliance for Employment Contracts among contractors. 2) Minute of meeting with Contractors every 6 months to discuss matter related to Employment Contracts. 		
Assessment Conclusion:	Newly appointed person in charge sighted in the appointed letter dated 25/01/2022 where Mr Muhammad Rezuan bin Othman, assistant manager of FGVPM Bukit Aping Estate. Meeting with contractor conducted on 03/02/2022 with attendance of 4 contractors to explain on compliance of legal regulations. The corrective action is found to be effectively implemented; thus, the major NC is closed on 12/04/2022 Continuous implementation will be further verified in the next audit.		
Verification Statement:	The continual verification was checked towards the current contractor, which is KKS Bina Sdn Bhd, found that the company subcontract the job to Pexxxxx Mexxx Enxxxxxxx for workers. Agreement dated 11/12/2021 and 08/06/2022 with the term from 15/12/2021-14/06/2022 and 14/06/2022-31/12/2022 was verified. Sample of workers payslip also sighted that with the minimum salary and deduction was made as per the regulations. Thus, the Major NC remain close.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Non-Conformity Report			
NCR Ref #:	2155047-202201-N1	Issue Date:	14/01/2022
Due Date:	Next Surveillance	Date of Closure:	12/01/2023
Area/Process:	FGVPM Bukit Aping Selatan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.2.4 Minor
Requirements:	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.		
Statement of Nonconformity:	Workers unable to demonstrate their understanding on the complaint procedure.		
Objective Evidence:	<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.</p> <p>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 worker, 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>		
Corrections:	<ol style="list-style-type: none"> 1) To discuss in KKD meeting for another way to communicate for SOP Menangani aduan melalui jawatankuasa wanita" to suit all workers understanding. 2) To prepare interactive way for communicate SOP Menangani aduan melalui jawatankuasa wanita" to suit all workers understanding. Eg: template with illustration. 		
Root cause analysis:	Management was 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) Monitoring thru Sustainability internal audit & Sustainability Unit (FGVPM & FGVPI) yearly. 		
Assessment Conclusion:	All the correction and corrective action were found to be adequate. Effectiveness of the implementation will be confirmed on next assessment visit.		
Verification Statement:	The management has conducted the training for complaint procedure on 05/04/2022 for the workers and to the stakeholder dated 20/10/2022. Sighted the training records and attendance list. Verification has been made through interview with workers with 11 workers found that they are aware about how to lodge complaint and the process of conducting the complaint. Management meeting discussing the SOP and the evidence of training was sighted. The monitoring of complaint procedure also was check through sustainability internal through the principle and criteria of the audit. Thus, this Minor NC is close.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Non-Conformity Report			
NCR Ref #:	2155047-202201-N2	Issue Date:	14/01/2022
Due Date:	Next Surveillance	Date of Closure:	12/01/2023
Area/Process:	FGVPM Bukit Aping Selatan Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.4.2.4 Minor
Requirements:	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.		
Statement of Nonconformity:	Workers unable to demonstrate their understanding on the complaint procedure.		
Objective Evidence:	As per interview with the workers at FGVPI Wa Ha POM, 75% of the workers is unable to demonstrate their understanding and awareness related to the complaint procedure. 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.		
Corrections:	To discuss in management meeting the way to follow up regarding SOP for "Menangani Aduan dan Rungutan" after training conducted.		
Root cause analysis:	Management was not followed up effectiveness after training done on SOP for "Menangani Aduan dan Rungutan".		
Corrective Actions:	1) Minute of management meeting on discussing implementation on SOP "Menangani Aduan dan Rungutan" every year. 2) Evidence on understanding/effectiveness after training on SOP "Menangani Aduan dan Rungutan". 3) Monitoring thru Sustainability internal audit yearly.		
Assessment Conclusion:	All the correction and corrective action were found to be adequate. Effectiveness of the implementation will be confirmed on next assessment visit.		
Verification Statement:	The management has conducted the training for complaint procedure on 05/04/2022 for the workers and to the stakeholder dated 20/10/2022. Sighted the training records and attendance list. Verification has been made through interview with mill workers, found that they are aware about how to lodge complaint and the process of conducting the complaint. Management meeting discussing the SOP and the evidence of training was sighted. The monitoring of complaint procedure also was check through sustainability internal through the principle and criteria of the audit. Thus, this Minor NC is close.		

Opportunity For Improvement			
Ref:	N/A	Clause:	MSPO Part __: N/A
Area/Process:	N/A		
Objective Evidence:	N/A		
Verification Statement:	N/A		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
1697126-201804-M1	4.3.1.1 Part 3: Major	17/10/2018	Closed on 28/12/2018
1871673-202001-M1	4.3.1.1 Part 4: Major	10/01/2020	Closed on 30/03/2020
2013452-202101-N1	4.4.5.8 Part 4: Minor	21/01/2021	Closed on 14/01/2022
2013452-202101-N2	4.4.4.1 Part 4: Minor	21/01/2021	Closed on 14/01/2022
2013452-202101-N3	4.4.1.1 Part 3: Minor	21/01/2021	Closed on 14/01/2022
2155047-202201-M1	4.4.5.9 Part 3: Major	14/01/2022	Closed on 12/04/2022
2155047-202201-M2	4.3.1.1 Part 3: Major	14/01/2022	Closed on 12/04/2022
2155047-202201-N1	4.4.2.3 Part 3: Minor	14/01/2022	Closed on 12/01/2023
2155047-202201-N2	4.4.2.4 Part 4: Minor	14/01/2022	Closed on 12/01/2023
2297450-202301-M1	4.3.1.1 Part 4: Major	12/01/2022	Closed on 11/04/2023

3.5 Issues Raised by Stakeholders

IS #	Description
1	Issues: Local and Foreign labour The understanding of complaint and grievances procedure was found to be sufficient. The workers able to know which channels given by management to issue their grievances.
	Management Responses: Management will keep informing them and training related to grievance channel and procedure will be a continuous training to the workers.
	Audit Team Findings: No further verification.
2	Issues: Sekolah Kebangsaan Bandar Esther The estate and mill management has given full cooperation in any activities conducted at school. School attendance among the workers children is good. The contribution was made by the management by sending the workers to clean the fences as well grass cutting and donation.
	Management Responses: Estate and mill management will always support the school activities, as mostly the workers children are studying in the school. CSR activities at school will be conducted when there is official request made the school management, and budget allocation will be made yearly for CSR activities.
	Audit Team Findings: No further verification.
3	Issues: Pondok Polis Simpang Wa Ha The police stationed requested if there are any budget regarding the refurbishing the police station as well as the quarters. The police also mentioned that they do rounding at estate, together with the settlers



MSP0 Public Summary Report
Revision 2 (Nov 2021)

	<p>trying to zero the FFB stealing crime. He stated, full support was given by the estate management in any activities related to safety and crime prevention.</p> <p>Management Responses: Estate management will convey the message regarding the refurbishing of the quarters as it is not in the estate authority to do the refurbishing. Estate will give full support for the safety and crime prevention activities conducted by the police.</p> <p>Audit Team Findings: No further verification.</p>
4	<p>Issues: Union and Gender Committee Representative The representative mentioned that they were given support from the management to conduct any activities, as well as meetings and planning. Budget allocation will be given if there any allocation budgeted.</p> <p>Management Responses: Estate and mill management will give full support to the committees in organising their event. Budget allocation will be given if available.</p> <p>Audit Team Findings: No further verification.</p>

3.6 List of Stakeholders Contacted

<p>Government Officer: Headmaster, Sekolah Kebangsaan Bandar Easther Police, Pondok Polis Simpang Wa Ha</p>	<p>Community/neighbouring village: Nil</p>
<p>Suppliers/Contractors/Vendors: Nil</p>	<p>Worker’s Representative/Gender Committee: Workers – Local and Foreign Gender Committee Representative Workers Union – Chairman – FGVPI Wa Ha POM</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment FGVPI Wa Ha POM and supply bases Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of FGVPI Wa Ha POM and FGV Bukit Aping Selatan Certification Unit is continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: NOROLSAIFUL HAZRI BIN HAMID	Name: AHMAD RUFİ BIN ABU TALİB KHAN
Company name: FGV HOLDINGS BERHAD	Company name: BSI SERVICES MALAYSIA SDN BHD
Title: SUSTAINABILITY MANAGER	Title: CLIENT MANAGER
Signature:  Date: 19/04/2023	Signature:  Date: 17/04/2023

Appendix A: Summary of the findings by Principles and Criteria

MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for Oil Palm Plantations and Organized Smallholders

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	The MSPO Policy has been established and documented in the document title "Group Sustainability Policy", Policy No: FGV/SED/POL/001 rev 4.0 dated 17/11/2020 has includes the MSPO implementation is established and publicly available.	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	Stated in the "Group Sustainability Policy" that the management is of FGV Holdings Berhad is committed for continuous improvement. Any issues and non-compliance of the policy, identification of the root cause and correction will be established.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	As per stated in the audit procedure, frequency of the audit will be done at least once year and there is evidence that internal audit plan has been submitted to estate by Mr Muhammad Mubarak from SCCS, GSD, FGV Holdings Berhad through email on 21/12/2022. The internal audit has been conducted from 28-29/12/2022 by Mr Mohd Shafiq Ariffin. The audit report is available for checking during the audit.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to	The Internal audit procedure, Doc No: FGV/ML-1A/L2-Pr11, issue 1, version 0 dated 01/06/2016 was used as reference for audit process.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	implement the necessary corrective action. - Major compliance -	Audit results of both audits were documented under internal audit summary. There is evidence of internal audit report has been made available in the document title "Laporan Audit Dalaman RSPO/MSPO FGV" that has been prepared by Mr Mohd Shafiq Ariffin and has been signed accepted by the estate manager, Mr Mahadi bin Ab Ghani. Total 11 Nonconformities has been raised during the internal audit	
4.1.2.3	Report shall be made available to the management for their review. - Major compliance -	There is evidence of internal audit report has been made available in the document title "Laporan Audit Dalaman RSPO/MSPO FGV" that has been prepared by Mr Mohd Shafiq Ariffin and has been signed accepted by the estate manager, Mr Mahadi bin Ab Ghani. Total 11 Nonconformities has been raised during the internal audit	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Management review meeting has been done twice during the period after the external audit conducted in 2022 which are 18/01/2022 which discussing the external audit findings and 02/01/2023 which discussing the internal audit findings.	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company. - Major compliance -	FGV Bukit Aping Selatan Estate has established and documented Continual Improvement Plan to promote positive impact for year 2022: • Objective: Maximizing Recycling (EFB, Empty fertilizer bag, Triple Rinse for Empty pesticides container).	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Objective: Prevention of pollution of GHG emission (reduce diesel usage, use of organic fertilizer, zero burning etc.). Reduce Use of Chemicals based Pesticides (Additional Barn Own, Beneficial Plant - Turnera, cassia, antigonan, grass cutting). 	
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	Currently there is no new technology or work method being made in the main daily operation of the estate. The existing practice being continued.	Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	Any new technology or related information, employees were briefed of any new development in basic understanding during the weekly briefings. The management team will be informed of such development during the monthly management meetings.	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - Major compliance -	<p>Memo for FGVPM Bukit Aping Selatan Estate, memo has been sent to all stakeholders on 17/01/2022.</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 	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		6. Complaint and grievance procedure 7. Land dispute procedure 8. Policies such as Human Rights and Group Sustainability Besides, documents such as company's policies, Supplier Code of Conduct and grievance procedure is accessible by the stakeholders via www.fgvholdings.com/sustainability/	
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	List of documents that made publicly available as below: 1. Land title 2. OSH plan 3. Environmental and social management plan 4. SEIA report 5. HCV report 6. Complaint and grievance procedure 7. Land dispute procedure 8. Policies such as Human Rights and Group Sustainability	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Procedure for consultation and communication has been documented in the document title "Komunikasi, penglibatan, dan rundingan" document number FGV/FGVPM/II/IMS/15/006.	Complied
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	The management has appointed Yazid Bin Sapar, Assistant Manager, dated 06/04/2022. He will be incharge of: 1. To review and update the license and permit 2. To check the legal compliance	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		3. To maintain the record of communication and social	
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained. - Major compliance -	List of stakeholders for FGVP M Bukit Aping Selatan Estate has been documented in the document title "Senarai Status Stakeholder Dalam Dan Luaran, FGVP M Bukit Aping Selatan". As per verified, total 1 contractor has been listed, 13 suppliers, and 11 local communities. The list was updated on 03/01/2023.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	An SOP on traceability titled Standard Operating Procedure for Traceability in estate has been established with ref no SOP: FGVP M/TRACEABILITY/LDG/01 effective date 01/09/2019. The procedure clearly explained the traceability requirements and practices and clear roles and responsibilities.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	The estate monitors the despatch to the mill on daily basis to tally and tracking the volume harvesting and tonnage despatch to the mill. Factors on the FFB balances in the fields are accounted for in the process.	Complied
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	The Person in charge Mohamad Rezuan b. Othman (Assistant Manager) has been appointed via letter dated 25/01/2022 issued by the Mahadi b. Ghani (Estate Manager). The appointed letter was sighted and verified.	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance -	The FFB weighbridge ticket/despatch note is produced for all transaction to FGVP I Wa Ha POM. The set of documents among others consists of the following information: a) Weighbridge ticket Date: 07/01/2023	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance												
		D/O no: 01514197 Lorry No: VGM 7846, Driver: Kamal Price: RM 837.25/MT Quantity: 6.44 MT Quantity / w/bridge operator name Total Bunches / Quality / field no.													
4.3 Principle 3: Compliance to legal requirements															
Criterion 4.3.1 – Regulatory requirements															
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations. - Major compliance -	A mechanism to ensure compliance to legal and other requirement has been documented in Manual Lestari established from the Head Office level. a) The Legal Department will undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as monitoring the status of legal compliance. b) Thereafter the estates and mill where applicable will be notified via email on the changes/update of LORR for implementation. Licenses/permit viewed as complied by the mill for the legislative requirement among others viewed were as follows.	Complied												
		<table border="1"> <thead> <tr> <th></th> <th>Licence/permit</th> <th>Validity Period</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>KPDNKK - JOO1745 Diesel 200 L Petrol 100L</td> <td>12/03/2023</td> </tr> <tr> <td>2</td> <td>MPOB licence 616064002000</td> <td>31/12/2023</td> </tr> <tr> <td>3</td> <td>JTK - Permit Pemotongan Gaji ref PP2/34/99</td> <td>01/7/2006</td> </tr> </tbody> </table>		Licence/permit	Validity Period	1	KPDNKK - JOO1745 Diesel 200 L Petrol 100L	12/03/2023	2	MPOB licence 616064002000	31/12/2023	3	JTK - Permit Pemotongan Gaji ref PP2/34/99	01/7/2006	
	Licence/permit	Validity Period													
1	KPDNKK - JOO1745 Diesel 200 L Petrol 100L	12/03/2023													
2	MPOB licence 616064002000	31/12/2023													
3	JTK - Permit Pemotongan Gaji ref PP2/34/99	01/7/2006													

Criterion / Indicator		Assessment Findings		Compliance
		4	Conditional approval to employs foreign labour (Ref No: KSM/100/2022/004953)	18/02/2024
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirements register. - Major compliance -	<p>The documented legal register with written information on legal requirements applicable to the estate operation is available. The record titled "<i>Senarai Rujukan Akta Dan Berdaftar Perundangan</i>" issued by the SCCD last dated 05/12/2022. Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills through the Enterprise Content Management System (ECMS). The identified legal among others includes:</p> <ul style="list-style-type: none"> a) Pesticides Act 1974 and Regulations b) Environmental Quality Act and Regulations 1974 c) Factories and Machinery Act and Regulations 1967 d) Weights And Measures Regulations 1981 e) Electricity Regulations 1994 f) Immigration Act 1959 g) Occupational Safety and Health Act 1994 h) Employment Act 1955 Rev 2022 i) Industrial Relations Act 1967 j) Children and Young Persons (Employment) Act 1966 k) MPOB Regulations (Licensing) 2005, EQ (Prescribed Premise) (Crude Palm Oil) Regulations 1977 l) Industrial Code of Practice for Confined Space 2010 m) MPOB licensing Regulation 2005 n) Akta Polis 1967 o) Akta Pencegahan Dan Pengawalan Penyakit Berjangkit 1988 		Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		p) Akta Std Min Perumahan Dan Kemudahan Pekerja 2019 (Pindaan) q) Perintah Gaji Minima 2022.	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The Legal Department will update changes and communicate to the mill and estates via email. Thereafter the operating units will view the relevancy and adopt into the compliance list. This is also assisted via the Region Office and through personnel from SCCD during the site visits and audits.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	The management has appointed Yazid Bin Sapar, Assistant Manager, dated 06/04/2022. He will be incharge of: 1. To review and update the license and permit 2. To check the legal compliance 3. To maintain the record of communication and social	Complied
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	The estate operates on a legal land use rights and possesses a legal land title with details as described in 4.3.2.2. There are no disputes or claim on the legal acquisition of the land title. This is based on the interviews and the stakeholder’s feedback.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - Major compliance -	Bukit Aping Selatan Estate has the summary of land titles with land ownership (FGV lease from FELDA): 717.51 Ha and in progress of FGV lease to FELDA (844.51 Ha); HS(M) 155 1.12 Ha and H.S.(D) 19968 5.93 Ha. The conditions are to be used for 99 years for Oil Palm Plantation only.	Complied
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.	The estate has installed boundary markers as sighted during the visit at the field. This confirmed that they have maintained boundary markers by installing the red/white pole and signage.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance									
	- Major compliance -		<table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Bukit Aping Selatan</td> <td>PM07K</td> </tr> <tr> <td>2</td> <td>Bukit Aping Selatan</td> <td>PM08L</td> </tr> </tbody> </table> <p>The management recorded the monitoring of boundary visit in the log book. The visit is conducted once a week.</p>		Estate	Location	1	Bukit Aping Selatan	PM07K	2	Bukit Aping Selatan	PM08L	
	Estate	Location											
1	Bukit Aping Selatan	PM07K											
2	Bukit Aping Selatan	PM08L											
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no disputes or claim on the legal acquisition of the land title. This is based on the interviews and the stakeholders' feedback.		N/A									
Criterion 4.3.3 – Customary rights													
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	Assessment team has verified that to date, there has been no land encumbered by customary rights.		N/A									
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance -	Assessment team has verified that to date, there has been no land encumbered by customary rights.		N/A									
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	Assessment team has verified that to date, there has been no land encumbered by customary rights.		N/A									
4.4 Principle 4: Social responsibility, health, safety and employment condition													

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	<p>Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.</p> <p>- Minor compliance -</p>	<p>Social impact assessment for FGVPI Wa Ha POM and FGVPM 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 are 10 significant positive and negative impact for FGVPM Bukit Aping Estate.</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. The management has engaged the negative impact issues by conducting activities such as stakeholder briefing. This increases the understanding among the interested parties. The Management Plan for the year 2023 emphasize more in making the stakeholder understand MSPO requirements.</p>	Complied
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- 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</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>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>	
4.4.2.2	<p>The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.</p> <p>- 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>It has been confirmed through interview that any grievances that has been lodged will be responded based on the timeline that has been set. Sample of complaint is as the following:</p> <ol style="list-style-type: none"> 1. Name: Shajib, Complaint: Water pipe leaking, Date of Complaint: 22/07/2022, Date of Complaint resolve: 27/07/2022 2. Name: Alamgir, Complaint: Cloak toilet, Date of Complaint: 31/01/2022, Date of Complaint resolve: 06/02/2022 	Complied
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.</p> <p>- Minor compliance -</p>	<p>A complaint form and box has been made available in front of the office for estate and at workers housing area. All workers and stakeholders can directly make any complaint through the complaint box.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	There is evidence that the management for FGVPM Bukit Aping Selatan has conducted training for complaint procedure for both workers and stakeholders. It has been verified through the training records dated 01/11/2022 for all the workers. While for stakeholders, briefing for complaint procedure has been made during the stakeholder meeting on 20/10/2022. Training for the procedure for women workers has been done through Gender Committee Meeting dated 07/06/2022, the management has briefed about the complaint flow and the confidentiality of the complaint.	Complied
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. - Major compliance -	As per complaint records logbook, there is evidence that complaint and resolutions for that last 24 months has been maintained. Sample has been taken for complaint that has been made on 22/07/2022.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities. - Minor compliance -	Contribution has been made by both POM and estate to the local communities and has been recorded. Sample has been taken for the help of using tractor to transport the FFB from Felda Plantation Bukit Easter to Wa Ha Palm Oil Mill dated 30/11/2022.	Complied
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. - Major compliance -	Sighted Group Occupational Safety & Health Management Policy established, documented and implemented as follows: 'Pernyataan Polisi Kesihatan Dan Kesihatan Keselamatan signed by CEO (Mohd Nazrul Izam Mansor) dated 05/11/2021". Included in the policy is the commitment of the Company to provide and maintain a safe and	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>healthy working environment of its employees & contractors & visitors. The Policy is implemented among others through the OSH activities stated in OSH Programmes 2023.</p> <p>FGV Bukit Aping Selatan Estates established and documented OSH Objectives for year 2023. Focus on zero fatality involving harvesting and driving motorcycling activity.</p>	
4.4.4.2	<p>The occupational safety and health plan shall cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: <ul style="list-style-type: none"> i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. 	<ul style="list-style-type: none"> a) OSH Policy was communicated and briefed as Briefing Report conducted on 16/05/2022 held at Meeting Room attended by Manager, Assistant Manager, Supervisor, Clerks, Office Staff. b) Hazard identification an assessment of risk was conducted in 2022 for 28 work activities in the estate. Assessment was done on 17/01/2022. Medical Surveillance was conducted as Report prepared by Klinik Dhillon, Kota Tinggi dated 05/01/2023. Hearing Conservation (Audiometric) was conducted by Dr. Hussain Moiz (HQ/17/DOC/00/00005) for Year 2022. Involving 16 workers (Grass cutter & Sprayer) on 07-09/02/2022. c) Chemical handling training for Sprayer and Manurers, Mandore/Supervisor was conducted on 20/12/2022. All precautions attached to products found to be properly observed and applied as observed during site visit and interview with group of sprayers. d) Available a PPE Matrix established for Harvester, manurers, Sprayers, Drivers, Store, Confined space, and etc. Record of PPE issuance sampled for workers such as - Chauhan Khardulkhan (Manurer) (Safety Boots, Helmet, Vest, Glove, Mask, Apron). e) Felda Global Venture Plantations (M) Sdn. Bhd. established Manual Procedure (FGV/FGVPM/II/IMS/15/009) for Chemical Control. In 	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>the procedure, process and safe handling of chemicals explained and in line with USECHH 2000 and CLASS 2013 requirements.</p> <p>f) Appointment of Estate Manager (Mahadi b. Ab Ghani) as Chairman of SHC by Mohd Nazlan Bakar (General Manager Mersing Region) as Appointment Letter dated 20/07/2022. Appointment of other SHC members sighted for FGV Bukit Aping Selatan year 2022 as Appointment Letter dated 16/03/2022 (Muhamad Rezuan Othman-Asst. Manager, Yazid Sapr, Rishhhafuddin Othman, Mohd Yusof Mat Lajim, Norjahan Mohd Hatta, Muhamad Hafiz Zaidan, Nurul Shafiqah Ibrahim).</p> <p>g) Regular meeting of SHC was conducted in year 2022 as evidence from Minutes of SHC Meeting conducted on 15/12/2022, 13/09/2022, 14/06/2022, 15/03/2022.</p> <p>h) SOP Emergency SOP (FGV/FGVPM/II/IMS/15/013 Ver.02 dated 01/11/21 to explain process of determining emergency, emergency preparedness and response for handling scenarios such as fire, chemical spillage, earthquake, flood, terrorist threat, pandemic and etc.</p> <p>i) Sighted 1st Aid Box Checklist dated 05/12/2022 belongs to Faziaail Razal b. Wagiman and Hairiezul Fadzli b. Hasanan by Norsahmimi bt. Rahmat (RSPO Asst.). Available List of 1st Aider (Mohamad Hairiezul Fadzli Hasanan, Faziaial Razal Wagiman).</p> <p>j) Sighted in SHC Minutes the statistic of accident has been discussed in SHC meeting conducted as minuted. Form JKPP 8 was sent too DOSH on 23/01/2022 for statistic of accident and occupational poisoning in 2021 for FGV Bukit Aping Selatan.</p>	
<p>Criterion 4.4.5: Employment conditions</p>		

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees. - Major compliance -	FGV Holdings Berhad has documented on good social practices policy in the Group Sustainability Policy, approved by the Board of Directors dated 17/11/2020. Refer policy no. FGV/SED/POL/001, rev. 4.0. and has been communicated on 18/07/2022.	Complied
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. - Major compliance -	In "Group Sustainability Policy", Policy No: FGV/SED/POL/001 rev 4.0 dated 17/11/2020 has includes statement for not supporting any discrimination in clause 5.2.1 equality and no discrimination.	Complied
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage. - Major compliance -	For FGVPM Bukit Aping Selatan Estate, conditions of pay are contained in the Collective Agreement signed between FGV Plantations (Malaysia) Sdn. Bhd. and Workers' Union FGV Plantations (Malaysia) Sdn. Bhd. Semenanjung valid from 1/1/2019 to 31/12/2021. Current version of Collective Agreement is yet to be finalized. All current payment is still following the Collective agreement dated until 31/12/2021. Total 8 samples of workers have been selected and confirm that all workers have been paid base on legal requirement and collective agreement. Details as per below: 1. Workers ID: LW06680021 2. Workers ID: LW06670109 3. Workers ID: FW06401045 4. Workers ID: FW06680182 5. Workers ID: FW06680181	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>6. Workers ID: FW06680183 7. Workers ID: FW06680121</p> <p>The management has conducted briefing to local workers regarding on employment contract dated 01/01/2023. Sighted the training records of Penerangan Syarat Syarat Perkhidmatan Pekerja Ladang Tempatan.</p>	
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>For non-unionized workers, their conditions of employment are detailed out in their employment contracts. The contracts were prepared in Bahasa Malaysia for the local and Indonesian workers, and in Bengali for the Bangladeshi workers, and they confirmed that the terms were explained to them by a management official. The employment contracts contain contract duration, type of work, annual leave, public holidays, medical leave, termination, location, working hours, wages, (payment of wages based on Kadar Upah Kerja Pekerja Pentadbiran dan Operasi Ladang Bagi Pekerja Ladang FGVMSB (KUK Bil 06 Mulai 01 Januari 2019) and based on the Minimum Wages Order 2022.</p> <p>Sample of contractor workers were taken, sighted the records of workers from KKS Bina Sdn Bhd. Two sample were taken, for the month of October 2022 until December 2022. Name of workers as the following:</p> <ol style="list-style-type: none"> 1. Prakash AL Mohan 2. Mohd Norisan Bin Ghazali 	Complied
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p>	<p>There is master file document for all workers with all information as per records of 0668-Bukit Aping Selatan Labour Employment Report.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.4.5.6	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>Total 8 samples of workers have been selected and confirm that all workers have 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> <ol style="list-style-type: none"> 1. Workers ID: LW06680021 2. Workers ID: LW06670109 3. Workers ID: FW06401045 4. Workers ID: FW06680182 5. Workers ID: FW06680181 6. Workers ID: FW06680183 7. Workers ID: FW06680121 	Complied
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>There is evidence that time recording system for estates has been established through the checkroll 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 February, June and December 2022.</p>	Complied
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.</p> <p>- Major compliance -</p>	<p>There is evidence that working hours and breaks for all workers that indicate in document mentioned in indicator 4.4.5.7 is comply with legal regulation and collection agreement. There is also evidence that overtime has been paid accordingly. It has been confirmed through interview with the workers.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements. - Major compliance -	Wages and overtime payment has been documented in the pay slips and has been verified based on 8 sample of workers which detailing all the payment been made for all works done including overtime and piece rate works. Stated in the pay slips employees and employers' deduction and total days works.	Complied
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	The company provides free medical benefit of RM 200/year, free housing and subsidized water and electric supply to foreign workers.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation. - Major compliance -	There is evidence that housing quarters for workers has been properly maintained by the management and has been verified habitable and comply with Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Housing inspection has been conducted on weekly basis which was done by workers relations officer, Mr Muhammad Hafiz.	Complied
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	FGV Plantations 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 18/07/2022 at FGVPM Bukit Aping Selatan Estate	Complied
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own	FGV Plantations has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognises	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	<p>representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>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 18/07/2022. Minutes meeting between workers representative and management was conducted on 18/04/2022 where all representative from each countries (Indonesia, Bangladesh and India) and local workers representative is available in the meeting. Sighted the minutes of meeting and the attendance list is available. Minutes of meeting was done in Bahasa Malaysia.</p>	
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>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.</p> <p>There is no children has been employed in FGVPM Bukit Aping Selatan and has been verified base on the list of workers, site visit and interview.</p>	Complied
Criterion 4.4.6: Training and competency			
4.4.6.1	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of</p>	<p>Available as sampled a Training Needs Analysis and Briefing 2022 with Implementation such as:</p> <ol style="list-style-type: none"> 1. Quality, OSH, Anti Bribery Policy was communicated and briefed as Briefing Report conducted on 16/05/2022 held at Meeting Room 	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	<p>training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<p>attended by Manager, Assistant Manager, Supervisor, Clerks, Office Staff</p> <p>2. RTE Briefing was conducted on 08/08/2022 and attended by 7 staff and workers.</p> <p>3. Training on CABI & NDPE, Aspect & Impact, Hirarc and Legal was conducted on 18/05/2022 and attended by 14 staff and workers.</p> <p>4. Fire Fighting, Fire Drill and ERP Briefing was conducted on 22/08/2022 and attended by 31 staff and workers.</p>	
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>Training Needs and Briefing 2023 established with consideration of all level of employees (Mandore, Supervisor, Manurer, Sprayer, Harvester, Driver, Genset Operator, General Worker, New Worker, Stakeholders, First Aider, ERT. Contractor) in order to provide the specific skill and competency required to all employees based on their job description.</p>	Complied
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>A continuous training programme planned and implemented to ensure that all employees are well trained in their job function and responsibility. Among sighted:</p> <ul style="list-style-type: none"> • Buffer Zone Management (Mandore/Supervisor, Manurer and Sprayer) on 16/05/2022. • RTE and CABI (Mandore/Supervisor, Harvester) on 08/08/2022. • OSH Awareness (Mandore/Supervisor, Harvester, Sprayer, Manurer, General Worker) on 24/08/2022. 	Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			

Criterion / Indicator		Assessment Findings	Compliance
4.5.1.1	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>There is a Group Policy titled Statement of Environmental Policy for FGV Holdings Berhad” dated 05/11/2021 signed by the Group CEO (Mohd Nazrul Izam Mansor) mainly in relation to environmental protection. Therein the policy among others contained commitment towards:</p> <ul style="list-style-type: none"> • To protecting the environment and conserving biodiversity through sustainable development • Abide by all legislative requirement • Manages environmental risk and providing reasonable resources to minimise risk and pollution to environment • Continuing and improving efficiency towards enhancing environment. 	Complied
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>Sighted FGV Bukit Aping Selatan Estate an Aspect and Impact Assessment (FGV/FGVPM/IV/IMS/15/1.6 Pind 1) and List of Significant Aspect (FGV/FGVPM/F(IMS)1.7 Pin 0). Among assessed included office and housing, estate activity (spraying, manuring, pruning, road maintenance, vehicle maintenance and etc. dated 19/04/2022.</p> <p>Sighted Report of Aspect and Impact of Estate Activity, Waste and Pollution (RSPOI 2019 (Kriteria 5.1/5.3/5.6) dated 19/04/2022. Significant Aspect and Impact from activities:</p> <ul style="list-style-type: none"> • Triple rinse • Spraying and chemical applications • Chemicals mixing at store • Handling, storage and disposal of empty chemicals containers. • Chemical Storage 	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	As Assessment conducted for aspect and impact, significant aspect was mitigated and controlled accordingly. Monitoring of implementation recorded in the assessment form accordingly. Sighted Report of Aspect and Impact of Estate Activity, Waste and Pollution (RSPOI 2019 (Kriteria 5.1/5.3/5.6) dated 19/04/2022 an Action Plan to mitigate and control under Schedule 4.2 and 4.3.	Complied
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	FGV Bukit Aping Selatan Estate has established and documented Continual Improvement Plan to promote positive impact for year 2022: <ul style="list-style-type: none"> • Objective: Maximizing Recycling (EFB, Empty fertilizer bag, Triple Rinse for Empty pesticides container). • Objective: Prevention of pollution of GHG emission (reduce diesel usage, use of organic fertilizer, zero burning etc.). • Reduce Use of Chemicals based Pesticides (Additional Barn Own, Beneficial Plant - Turnera, cassia, antigonan, grass cutting). 	Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	A training program as in the Training Program updated on a yearly basis or revised as per the management requirement. Included in this programme are subjects related to environment e.g., environmental, safety & health policy, scheduled waste management, environmental responsibility, HCV & Biodiversity training. Other training organised in relation to environmental issues and activities among other as record kept.	Complied
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	Environmental Meeting was conducted on 16/05/2022 and 14/12/2022 concerning environmental quality issues such as aspect and impact assessment and action to mitigate and control.	Complied
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance						
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period. - Major compliance -	FGV Bukit Aping Selatan Estate has established a Monitoring Diesel Use per Ton FFB 2022 (Jan-Dec). Estimation Total Diesel used: 44,400 Liters FFB Production: 16,114 MT Diesel/FFB Production: 2.76 Liter/MT Actual Total Diesel used: 42,205.631 Liters FFB Production: 15464.06 MT Diesel/FFB Production: 2.73 Liter/MT	Complied						
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	FGV Bukit Aping Selatan Estate at the moment not engaging any contractor for operational activities such as transportation of FFB. In determining efficiency beside estimation and direct usage of diesel, estate has also established a baseline of electricity used in housing (hostel) as sighted for Hostel 1, Hostel 2 and Hostel 3 in March 2022.	Complied						
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	At the moment estate has not use any renewable energy yet but will consider in the near future as explained by interviewed staff.	Complied						
Criterion 4.5.3: Waste management and disposal									
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	All type of waste products and sources of pollutions identified in FGV Bukit Aping Selatan Estate. The categories identified such as: <table border="1" data-bbox="1041 1292 1870 1394"> <thead> <tr> <th>Operation (S/Waste)</th> <th>Operation (Non-S/Waste)</th> </tr> </thead> <tbody> <tr> <td>PPE</td> <td>Empty Fertilizer bag</td> </tr> <tr> <td>Empty Containers</td> <td>Used tyre</td> </tr> </tbody> </table>	Operation (S/Waste)	Operation (Non-S/Waste)	PPE	Empty Fertilizer bag	Empty Containers	Used tyre	Complied
Operation (S/Waste)	Operation (Non-S/Waste)								
PPE	Empty Fertilizer bag								
Empty Containers	Used tyre								

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance
		Used paint containers Used oils/ hydraulic oils Office and Housing (S/Waste)	Metal, plastics. Woods waste. Paper Office and housing (Non-S/Waste)	
		Used/ broken Lights Electronic waste Used Battery	Furniture waste Domestic waste Paper	
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Source of waste and monitoring of wastes were managed properly and clearly identified as sampled. Proper waste disposal and recycling was observing and sighted a record of selling of waste products from recycling and converting waste into value added products. Sales records to SS Setia Teknologi Enterprise as below:</p> <p>Cash Sales No. 2251 dated 05/01/2023 Tripled rinsed chemical containers Metal waste Plastics waste</p> <p>Cash Sales No. 2035 dated 08/01/2022 Triple rinsed chemical containers Metal waste</p>		Complied
4.5.3.3	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>FGV Holding Berhad on 30/10/2019 has received approval from Director General of DOE for centralized collection center in estates of FGV in Malaysia with terms and conditions among others to:</p> <ol style="list-style-type: none"> 1. Storage at centralize center (FGV Tenggara 13 Estate). 2. No temporary storage outside centralize center allowed. 3. Maintained records and inventory of SW. 4. Appoint competent person under Section 49A. 		Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>5. Disposal at prescribed premise only and etc.</p> <p>Sighted a SW Transportation Form (FGVPM/L2/PAS-08) for inventory of SW up to 20/07/2022 that transported on 12/09/2022:</p> <ol style="list-style-type: none"> 1. SW410 (Inner Baja): Generation Date (23/05/2022) 0.23 Kg 2. SW409 (Apron): Generation Date (19/04/2022) 0.16 Kg 3. SW 409 (Respirator): Generation Date (20/07/2022) 0.10 Kg <p>Sighted a SW Transportation Form (FGVPM/L2/PAS-08) for inventory of SW up to 20/07/2022 that transported on 30/12/2022:</p> <ol style="list-style-type: none"> 1. SW409 (Used PPE): Generation Date (20/12/2022) 0.010 Kg 2. SW306 (Used Oil): Generation Date (28/12/2022) 1.8 Lit 3. SW409 (Contaminated plastic): Date Generation (28/12/2022) 0.001 MT 4. SW417 (Empty Paint Containers): Date Generation (29/12/2022) 0.10 Kg 5. Transportation vehicle: VEL 2340 (Hilux Single Cab), Driver: Syarizan Md Baharim. 	
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>FGV Bukit Aping Selatan Estate has maintain records of triple rinse activity of empty chemical containers. Available SOP for Disposal of Empty Chemical Containers and Fertilizer Bags for Recycling purpose (FGVPM/L2/PAS-06) Rev.00 dated 23/01/2022. Triple Rinse Method, Flow Chart and Pictogram included for better understanding and reference by employee.</p> <p>In 2022 triple rinse conducted as below and recorded:</p> <p>31/01/2022: 119 units 28/02/2022: 137 units</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		29/03/2022: 62 units 30/04/2022: 81 units 30/06/2022: 17 units 31/07/2022: 34 units 31/08/2022: 42 units 30/09/2022: 64 units 30/10/2022: 81 units 30/11/2022: 88 units 31/12/2022: 100 units	
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. - Minor compliance -	All domestic waste was collected from housing (hostel) and staff quarters including office by Felda transporter (Perniagaan Zawiah) 2 times a week.	Complied
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	FGV Bukit Aping Selatan Estate has assessed polluting activities including GHG assessment 2022 (Jan-Dec) for operation of vehicles, pesticides and fertilizer used. The data will then be used in calculating GHG emission by using RSPO GHG Calculator.	Complied
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Sighted Action Plan to Reduce Diesel Pollution Year 2022 for FGV Bukit Aping Selatan Estate approved by Estate Manager. Among action included: 1. Monitor and recording diesel consumption 2. Provide training to PIC of diesel handling 3. Alternately use solar panel	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Another Action Plan to Manage Domestic & Scheduled Waste Year 2022 approved by Estate Manager. Among action included:</p> <ol style="list-style-type: none"> 1. Fertilizer Bag: Collection and recording disposal. Provide training. 2. Used Tyre: Used back for decoration purpose. Dispose off to contractor. 3. Paper, Plastics. Glass, wood, metal wastes: Collect and recycle/dispose to contractor. 4. Domestic waste: Dispose as Collection date. 	
Criterion 4.5.5: Natural water resources			
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ol style="list-style-type: none"> a. Assessment of water usage and sources of supply. b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities. c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate. 	<p>FGV Plantations established and documented SOP Water Management (FGV/FGVPM/SOP/PAS-09) Version 2.0 dated 30/08/2021. The SOP explain aspect of water management as requirement of MSPO and RSPO. Water Management Plan 2021/2022 prepared by Nurul Shafiqah updated 07/02/2022. Source of water (river, rain), Water sampling and monitoring of rain fall data conducted and action plan to optimize water and nutrient usage to reduce wastage, Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones. The only stream found crossing the estate is Sg. Bahan (riparian area) and signage and maintaining both riverbanks found acceptable and protected from potential pollution such as spraying process with white marking of trees along the river. Interview with sprayers found having good understanding on riparian protection issues. No bore wellbeing use in the estate.</p> <p>Sighted Water Sampling Report for FGV Bukit Aping Selatan Estate November 2022 prepared by FGV Agri Services Sdn Bhd. 2 locations (inlet & outlet) of sampling (Sungai Bahan).</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>		
4.5.5.2	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p> <p>- Minor compliance -</p>	During site visit found no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	Complied
4.5.5.3	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).</p> <p>- Minor compliance -</p>	Sighted during site visit, estate practicing rainwater harvesting from trenching built and opening in certain area in filed to trap water.	Complied
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.6.1	<p>Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <p>a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.</p> <p>b) Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species),</p>	<p>The latest assessment was conducted with details as follows:</p> <p>“Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Bukit Aping Selatan dated 20/12/2018, thereafter reviewed on 11/10/2021. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present except for buffer zone for Sungai Bahan 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:</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	<p>that could be significantly affected by the grower(s) activities.</p> <p>- Major compliance -</p>	<p>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.</p> <p>Regarding the biodiversity assessment, animal sighted in the estate include wild boar, phyton, jungle fowl, fox, white breasted water hen, and multiple type of bird.</p>	
4.5.6.2	<p>If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <p>a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p>- Major compliance -</p>	<p>Relevant programme to workers pertaining awareness of HCV areas and RTE observed conducted. Interview with employees noted that awareness programme had been conducted. Employees were aware of:</p> <p>a) Not to capture, harm, kill any wildlife. b) Disciplinary measures shall be taken if found violating company rules. c) Not to chemicals in riparian buffer zone.</p>	Complied
4.5.6.3	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p>	<p>The estate observed and implemented the established action plans, including monitoring (patrolling) of the conservation areas by Auxiliary Police. Record of monitoring (patrolling) observed maintained. Observed no monitoring outcomes that requires changed of practices or action plan.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	<p>FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated May 2019. Also included in the following guidelines:</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 - Penyediaan tanah tanam semula <p>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 estates.</p>	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop. - Major compliance -	The replanting activities were using chipping method, and no open burning were allowed in the estate.	N/A
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	The replanting activities were using chipping method, and no open burning were allowed in the estate.	N/A

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	The replanting activities were using chipping method, and no open burning were allowed in the estate.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	<p>FGV Holdings Berhad has established mechanism to monitor the implementation of their procedure by Mill/Plantation Advisor Visit, Agronomist Visit, Mill Quality Control Unit and Audit on compliance to SOP (P&D). The visit conducted on annually basis.</p> <p>FGV Plantations Sdn Bhd has established various SOPs such as found in the Masterlist as below:</p> <p>Integrated Management System - FGV/FGVPM/I/IMS/15/001 till FGV/FGVPM/I/IMS/15/0024</p> <p>Environmental Procedure - FGVP/L2/PAS-01 till FGVP/L2/PAS-09</p> <p>Safety Guidelines - FGVP/L3/GPK-001 till FGVP/L3/GPK-036 & Sustainability Procedure, FGV/ML-1A/L2-Pr10, Pr12, Pr14, Pr17, Pr22 and etc.</p>	Complied
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals. - Major compliance -	In FGVP Bukit Aping Selatan, Soil Conservation measure implemented to prevent soil erosions as well as siltation of drains and waterways. As in Sustainability Manual (MLSL (EWd.3) Sec 2(11.0) Dated 01/09/17 explain conservation such as terracing, planting cover crop such as Mucuna Bracteata, Calopogonium Mucunoides and Pueraria Javanica.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance																																																	
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	Sighted field marking during site visit at Block 18 (Peringkat 3) FGVP Bukit Aping Selatan.	Complied																																																	
Criterion 4.6.2: Economic and financial viability plan																																																				
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	FGV Bukit Aping Selatan Estate has established and documented Business Plan for Year 2022-2026. Total area 747.47 Ha and estimated to produced 16,420 MT of FFB.	Complied																																																	
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	Sighted Annual Replanting Programme with total size of 747.47 Ha, for FGV Bukit Aping Selatan Estate approved by Estate Manager as below: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Area</th> <th>Size (Ha)</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>PM00H</td> <td>94.43</td> <td>-</td> <td>-</td> <td>-</td> <td>94.43</td> <td>-</td> </tr> <tr> <td>PM07J</td> <td>170.09</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>PM07K</td> <td>126.15</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>PM08L</td> <td>54.51</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>PM08N</td> <td>66.33</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>PM10P</td> <td>235.96</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Area	Size (Ha)	2022	2023	2024	2025	2026	PM00H	94.43	-	-	-	94.43	-	PM07J	170.09	-	-	-	-	-	PM07K	126.15	-	-	-	-	-	PM08L	54.51	-	-	-	-	-	PM08N	66.33	-	-	-	-	-	PM10P	235.96	-	-	-	-	-	Complied
Area	Size (Ha)	2022	2023	2024	2025	2026																																														
PM00H	94.43	-	-	-	94.43	-																																														
PM07J	170.09	-	-	-	-	-																																														
PM07K	126.15	-	-	-	-	-																																														
PM08L	54.51	-	-	-	-	-																																														
PM08N	66.33	-	-	-	-	-																																														
PM10P	235.96	-	-	-	-	-																																														
4.6.2.3	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast	Business Plan as sighted contain information such as: <ul style="list-style-type: none"> • Size of area: 747.47 Ha • Estimation of FFB Produced 16,420 MT (2022), 17,241 MT (2023), 18,103 MT (2025), 19,008 MT (2025) • Operational cost (maintenance & supervision) • Collection cost • General expenses (expenditure) 	Complied																																																	

Criterion / Indicator		Assessment Findings	Compliance
	e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance -		
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented. - Major compliance -	Sighted Minutes of Management Meeting Bil 05/2022 held on 14/12/2022 attended by Estate Managers, Assistant Managers, Supervisors, Clerks and Key Punchers. Discussed issues on FFB productions achievement 2022, 2023, Manuring progress and achievement, Spraying progress and achievement, Road maintenance, Rollcall, expenses, FFB quality, stock of pesticides and fertilizer, Foreign workers status and other related matters. The minutes was prepared by Key Puncher and approved by Estate Manager.	Complied
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The estate has established Guideline of Wages (Kadar Upah Kerja) No. 08 dated 20/05/2022 from CEO FGVPM. Wages rates were distributed and allocated as mechanisation below: <ul style="list-style-type: none"> • Harvesting (mature, immature & over 25 years) • Loose fruit collection (flat & hilly) • Loader FFB (immature, matured and loose fruits) • Stumpling (matured and immature) • Platform Loading (grabber, manual loader) Manuring: <ul style="list-style-type: none"> • Manual • Subsoil Manual 	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Subsoil Mechanisation • Loading Fertilizer bag <p>Spraying:</p> <ul style="list-style-type: none"> • Pre Mature (Below 1 year) • Pre Mature (year 2) • Pre Mature (year 3) • Young Mature (year 4 & 5) • Mature (Year 6-20) • Mature (year 21 above) • Special treatment <p>While for other wage rate for General Worker, then calculation will consider productivity calibration, baseline productivity and approval from Regional Controller.</p>	
4.6.3.2	<p>All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.</p> <p>- Major compliance -</p>	<p>Sampled appointed contract of KSS Bina Sdn Bhd (Segamat), contract No. 5600004791 dated 19/12/2021 for Supply, construct and completion of one unit of housing staff L1 and one unit of housing staff L2 and related works found fair and clearly stated and accepted by both parties.</p>	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	<p>Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>Sampled contract signed by KSS Bina Sdn Bhd (Segamat) mentioned requirement to comply with sustainability and regulations under RSPO/MSPO and signed A Supplier Code of Conduct, FGV Holdings</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		Berhad Version 001.05.2020 under Section 5.2 Adherence to Sustainability Certification (MSPO) on 25/04/2022.	
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	FGV Bukit Aping Selatan Estate has appointed KSS Bina Sdn Bhd (Segamat) with contract No. 5600004791 dated 19/12/2021 for Supply, construct and completion of one unit of housing staff L1 and one unit of housing staff L2 and related works. Start work (revised) 01/04/2022 and completed 30/09/2022. Chop and signed by contractor and approved by Mohd Razib b. Ramlan (Regional Controller).	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	All estates under FGV Holdings Berhad has no objection to allow BSI auditors to verify the assessment through physical inspection if required.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	The estate has monitored and records the contractors works through Scheduled of Work Completed (SOWC) which been acknowledge between the estates and contractors before payment has been made.	Complied
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	Not Applicable, as there are no new planting.	N/A

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia’s National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	Not Applicable, as there are no new planting.	N/A
Criterion 4.7.2: Peat Land			
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	Not Applicable, as there are no new planting.	N/A
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	Not Applicable, as there are no new planting.	N/A

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	Not Applicable, as there are no new planting.	N/A
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	Not Applicable, as there are no new planting.	N/A
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	Not Applicable, as there are no new planting.	N/A

Criterion / Indicator		Assessment Findings	Compliance
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	Not Applicable, as there are no new planting.	N/A
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	Not Applicable, as there are no new planting.	N/A

Criterion / Indicator		Assessment Findings	Compliance
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available. - Major compliance -	Not Applicable, as there are no new planting.	N/A
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	Not Applicable, as there are no new planting.	N/A

MS 2530-4:2013 Malaysian Sustainable Palm Oil (MSPO) Part 4: General principles for Palm Oil Mills

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	The MSPO Policy has been established and documented in the document title "Group Sustainability Policy", Policy No: FGV/SED/POL/001 rev 4.0 dated 17/11/2020 has includes the MSPO implementation is established and publicly available.	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	Stated in the "Group Sustainability Policy" that the management is of FGV Holdings Berhad is committed for continuous improvement. Any issues and non-compliance of the policy, identification of the root cause and correction will be established.	Complied
Criterion 4.1.2 – Internal Audit			
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	There is evidence that internal audit has been planned according to internal which need to be done at least annually. Latest internal audit has been done on 27-30/12/2022 with the internal audit plan was submitted on 21/12/2022.	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the process of conducting the internal audit and states that the internal audit is to be conducted annually and before the management Review. Internal audit results for all operating units have been documented in the document title "RSPO, MSPO & ISCC Internal audit report".	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	Internal audit results for all operating units has been documented in the document title "RSPO, MSPO & ISCC Internal audit report".	Complied
Criterion 4.1.3 – Management Review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. - Major compliance -	Management review meeting was conducted on 28/12/2022 which was chaired by the Mill Manager. The outcome of the internal and external audit, any related issues of certification, change of management, complaint has been discussed during the meeting.	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company. - Major compliance -	FGVPI Wa Ha POM has established and documented Continual Improvement Plan Year 2022. Among objectives set to be improved: 1. Optimization of production: Achieve (OER>21.78, KER >5.25, SSR>1.09). 2. Reduce diesel consumption from 1.24 LT/MT to 0.86 LT/MT. 3. Control Parameter of Effluent Pond and water release level. 4. To employ Daily Wage worker (PBH) as Sorter.	Complied
4.1.4.2	The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce. - Major compliance -	Installation of Vorsep at Boiler No. 2 to reduce air pollution. This equipment will provide superior centrifugal action to separate particulate matter from gas stream via an unique rotating (or swirling) process through helical vanes at entrance of tubes. Introduction an Operational of Vorsep was conducted on 01/01/2023 and attended by 12 employees.	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	<p>The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms.</p> <p>- Major compliance -</p>	<p>Memo for the management of FGVPI Wa Ha 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 FGVPM Bukit Aping Selatan Estate, memo has been sent to all stakeholders on 20/10/2022.</p> <p>List of documents that made publicly available as below:</p> <ol style="list-style-type: none"> 1. Land title 2. OSH plan 3. Environmental and social management plan 4. SEIA report 5. HCV report 6. Complaint and grievance procedure 7. Land dispute procedure 8. 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>	<p>Complied</p>
4.2.1.2	<p>Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>For FGVPI Wa Ha POM, request for any information has been recorded in the form title “Borang permohonan informasi, FGVPI Wa Ha POM”. In 2021, there are only 3 requests for information and all from government bodies. It was verified that the management of the mill and estate have responded to all request</p>	<p>Complied</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		and inquiries in a timely manner with acknowledgement and date of acknowledgement available for verification.	
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	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 through stakeholder meeting.	Complied
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . - Minor compliance -	The mill management has appointed: 1. Abd Rahim Bin Sani (Ref No:01/4050/2022) 2. Md Azren Bin Mumtalib (Ref No:02/4058/2022) The appointment letter was sighted for both appointments dated 10/02/2022. Interview was done with both appointee and verified that both are able to explain the communication procedure, and purpose of communicating with internal and external stakeholders.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. - Major compliance -	FGVPI Wa Ha POM 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.	Complied
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability.	A documented Supply Chain Procedure (FGV/GSD-SCCD/SOP/006) Ver.01 dated 07/01/21 established and provide guidance of practices for MSPO supply chain and traceability.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	Monthly declaration for FFB received will be conducted prior to update in MSPO Trace system. Daily Weight Bridge Clerk will check the receiving of FFB in WB system to ensure accuracy of data. Internal audit of Supply Chain was conducted once a year as sampled in Audit Checklist conducted on 15/09/2022.	Complied
4.2.3.3	The management shall identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance -	Appoint Letter dated 10/02/2022 signed by Aizanizam b. Mutalib (Mill Manager) issued to Mohd Raziq b. Jamaludin (Asst. Manager) as PIC for Traceability with responsibility to maintain records of delivery and traceability of FFB.	Complied
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	Sighted record of delivery for CPO and PK from 01/11/2022 maintained in summary form. CPO Sold to FGV Bulkers (Langsat Port, FOD Pasir Gudang), Delima Oil Products) Total sold 5,250.70 MT PK Sold to FGV Grain Terminal, FGV Kernel and Jin Lee Oil Mills. Total sold 660.35 MT Sampled Weight Bridge Ticket No. 03030158 for selling of CPO dated 28/12/2022 from Kilang Sawit Wa Ha to Delima Oil Products Sdn. Bhd. Lorry No: VHC358 (Driver Muhamad Firdaus) Sales Order: 33618628 Contract No: T011071 MPOB License 558511006000 Net Weight: 4,179 MT	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Delivery Checklist (FPI/L4/02-010) dated 28/12/2022 attached and checked by Norhadilah (Clerk), Delivery Staff and Lab Assistant. Approved by Mill Manager/Asst. Manager.</p> <p>Sampled Weight Bridge Ticket No. 04005177 for selling PK dated 29/12/2022 from Kilang Sawit Wa Ha to Jin Lee Oil Mill Sdn Bhd.</p> <p>Lorry No: WB1154F (Driver Panut b. Sahuri)</p> <p>Sales Order: T010654D</p> <p>Contract No: T010654D</p> <p>MPOB License No: 500575-505000</p> <p>Net Weight: 44.26 MT</p> <p>Delivery Checklist (FPI/L4/02-010) dated 29/12/2022 attached and checked by Norhadilah (Clerk), Delivery Staff and Lab Assistant. Approved by Mill Manager/Asst. Manager.</p>	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	<p>All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>The licenses/permit viewed as complied by the mill for the legislative requirement among others viewed were as follows:</p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 500171704000; License Validity Period: 01/04/2022 - 31/03/2023 approved FFB processed at 270000mt/year. 2. DOE License (Compliance Schedule); License Number: 004743; Reference Number: AS(B)J31/152/000/018; License Validity Period: 01/07/2022 – 30/06/2023. 	Major Non-Conformity

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance																																																		
		<p>3. Energy Commission License – Lesen pemasangan Persendirian, expiry date 30/12/2023, Ref No: 50804</p> <p>4. Permit Barang Kawalan Berjadual – Diesel – Ref No; KPDKK.KTG/PERMIT0092(PD), Serial No: J005905, Capacity: 13400 liter, date: 25/05/2023</p> <p>5. 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: 31/12/2023. Extraction limit 600 m³/day</p> <p>6. All Certificate of Fitness for the machinery (20 machinery) is verified and still within the timeline. Verified sample document for PMD-JH/22170216, PMD-JH/22194092, PMT-JH/22194101</p> <p><u>Major NC</u></p> <p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2022 of fresh fruit bunches (FFB) below; Base line is 1.2 ratio</p> <table border="1"> <thead> <tr> <th>No</th> <th>2022</th> <th>Water m3</th> <th>FFB (mt)</th> <th>Water/ FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>20144</td> <td>16980</td> <td>1.19</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>18898</td> <td>16200</td> <td>1.17</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>22814</td> <td>19020</td> <td>1.20</td> </tr> <tr> <td>4</td> <td>Apr</td> <td>22006</td> <td>18440</td> <td>1.19</td> </tr> <tr> <td>5</td> <td>May</td> <td>27680</td> <td>23560</td> <td>1.17</td> </tr> <tr> <td>6</td> <td>June</td> <td>26947</td> <td>22620</td> <td>1.19</td> </tr> <tr> <td>7</td> <td>July</td> <td>25532</td> <td>20380</td> <td>1.25</td> </tr> <tr> <td>8</td> <td>Aug</td> <td>23789</td> <td>23120</td> <td>1.20</td> </tr> <tr> <td>9</td> <td>Sept</td> <td>23112</td> <td>25000</td> <td>0.92</td> </tr> </tbody> </table>	No	2022	Water m3	FFB (mt)	Water/ FFB	1	Jan	20144	16980	1.19	2	Feb	18898	16200	1.17	3	Mac	22814	19020	1.20	4	Apr	22006	18440	1.19	5	May	27680	23560	1.17	6	June	26947	22620	1.19	7	July	25532	20380	1.25	8	Aug	23789	23120	1.20	9	Sept	23112	25000	0.92	
No	2022	Water m3	FFB (mt)	Water/ FFB																																																	
1	Jan	20144	16980	1.19																																																	
2	Feb	18898	16200	1.17																																																	
3	Mac	22814	19020	1.20																																																	
4	Apr	22006	18440	1.19																																																	
5	May	27680	23560	1.17																																																	
6	June	26947	22620	1.19																																																	
7	July	25532	20380	1.25																																																	
8	Aug	23789	23120	1.20																																																	
9	Sept	23112	25000	0.92																																																	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings					Compliance
		10	Oct	29215	28940	1.01	
		11	Nov	14398	24430	0.59	
		<p>The water abstraction is above the limit set in the Water Abstraction License for Industry issued by Badan Kawal Selia Air Johor, with the expiry date 31/12/2023.</p> <p>The mill has consumed of the total of 254,535.00 m³ of water for the time between January 2022 to November 2022. The average water pumped was 764.37 m³ per day, which is above the allowable limit of 600 m³ per day set in the license.</p> <p>One Unit of Fumehood located in the laboratory is found not having the Written Approval from the Department Of Environment as per the requirement in Regulation 5, Clean Air Regulation 2014. Thus, the Major NC was raised.</p>					
4.3.1.2	<p>The management shall list all relevant laws related to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>The documented legal register with written information on legal requirements applicable to their operation. The record titled "<i>Senarai Rujukan Akta Dan Berdaftar Perundangan</i>" issued by the SCCD last dated 05/12/2022. The update of legal register is done through the Enterprise Content Management System (ECMS).</p> <p>Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills. The identified legal among others includes:</p> <ol style="list-style-type: none"> 1. Pesticides Act 1974 and Regulations 2. Environmental Quality Act and Regulations 1974 3. Factories and Machinery Act and Regulations 1967 4. Weights And Measures Regulations 1981 5. Electricity Regulations 1994 					Complied

**MSPO Public Summary Report
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		6. Immigration Act 1959 7. Occupational Safety and Health Act 1994 8. Employment Act 1955, Revision 2022 9. Industrial Relations Act 1967 10. Children and Young Persons (Employment) Act 1966 11. MPOB Regulations (Licensing) 2005, EQ (Prescribed Premise) (Crude Palm Oil) Regulations 1977 12. Industrial Code of Practice for Confined Space 2010 13. MPOB licensing Regulation 2005 14. Akta Polis 1967 15. Akta Pencegahan Dan Pengawalan Penyakit Berjangkit 1988 16. Akta Std Min Perumahan Dan Kemudahan Pekerja 2019 (Pindaan) 17. Perintah Gaji Minima 2022.	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The Legal Department will update changes and communicate to the mill and estates via email. Thereafter the operating units will view the relevancy and adopt into the compliance list. This is also assisted via the Region Office and through personnel from SCCD during the site visits and audits.	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	The management has appointed Hanif Nur bin Ngamidon as legal officer for Wa Ha Palm Oil Mill, appointment was done on 10/02/2022.	Complied
Criterion 4.3.2 – Lands use rights			

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	There is no customary land within mill and estate of FGV Wa Ha 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. All the lands are belonging to Felda and leased by FGV.	Complied
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	There is no customary land within mill and estate of FGV Wa Ha 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. All the lands are belonging to Felda and leased by FGV.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	The mill is located in the FGV Wa Ha complex. It is separated with external areas by means of fencing at the mill complex and effluent area.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	There is no disputes or claim on the legal acquisition of the land title. This is based on the interviews and the stakeholders feedback.	Not Applicable
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	Not applicable since there is no customary rights.	Not Applicable

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	Not applicable since there is no customary rights.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	Not applicable since there is no customary rights.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	SIA was conducted on 12/12/2020 for Wa Ha POM. Stakeholders such as workers, contractor, drivers, suppliers and external stakeholders were participated in the assessment. Positive and negative impacts have been recorded in the SIA Management Plan. 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 been developed based on the areas and issues of concern that have been raised. One of the issues of concern been identified issued is on medical cost subsidies provided to foreign workers which is only MYR200.00 a year which is not sufficient to cover their outpatient treatment cost. Therefore, management may improvement on the action taken to	OFI

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		resolve the issues concern identified in action plan. Thus, the OFI was raised for further verification.	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- 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> <p>The procedure was briefed to external interested party during the stakeholder meeting on 20/10/2022 and for internal staff, the training for complaint, grievance procedure was done on 05/04/2022.</p>	Complied
4.4.2.2	<p>The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties.</p> <p>- Major compliance -</p>	<p>It has been confirmed through interview that any grievances that has been lodged will be responded based on the timeline that has been set. Sample has been taken for 1 complaint from workers for house repairing in 2022.</p> <p>1. Date: 03/11/2022 – Blocked drainage, completed on 04/11/2022</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. - Minor compliance -	The grievances recorded in Complaint Book and Housing Repair Request Form. As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13; Issue 01; Rev. 02; Date: 01/04/2019, under clause 7.2.2 external stakeholder, the complainant will be kept informed within 2 weeks from the complaint receiving date. No external complaints received by the mill and estates except for internal stakeholders among employees mainly on housing repair request.	Complied
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	Complaints procedures communicated to internal stakeholders among employees during daily muster assembly and meetings as recorded in the muster briefing records latest on 05/04/2022 to all mill employees, and procedure was briefed to external stakeholder dated 20/10/2022 during the stakeholder meeting.	Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	There is evidence that all complaint and solutions has been maintained by the management since year 2015 and document sighted.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	Contribution has been made by the mill to the local communities and has been recorded. Sample has been taken that the management has organised event with the workers, such as Gotong Royong event on 01/01/2023 as well as Majlis Bacaan Yassin on 06/01/2023. The main CSR project is that the mill at the moment is providing local communities with the job opportunities.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. - Major compliance -	OSH Policy for FGV Holdings Berhad (FGV/GHR/HSEQ/POL/001) Rev. 5.0 signed and approved by Group CEO (Mohd Nazrul Izam Mansor) dated 05/11/21 with commitment to comply with relevant OSH legal requirements, continual improvement to enhance OSH performance, manage OSH and eliminate incidents, accident and etc.	Complied
4.4.4.2	The occupational safety and health plan should cover the following: a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: i. All employees involved are adequately trained on safe working practices; ii. All precautions attached to products should be properly observed and applied; d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997	a) OSH Policy for FGV Holdings Berhad (FGV/GHR/HSEQ/POL/001) Rev. 5.0 signed and approved by Group CEO (Mohd Nazrul Izam Mansor) dated 05/11/21. Sighted communicated and displayed at office entrance and mill operation area (notice board). b) HIRARC was conducted and updated on 02/02/2022 covering Store Shredded, grass cutting, workshop, Boiler, Office and etc. CHRA was conducted by Assessor No HQ/15/ASS/00/363 (Khairunnisa Liyana) from Enviro Testing and Consulting on 25/06/2019. While Noise Risk Assessment was conducted by Assessor Zulhizam Hj Mohamed (HQ/08/PEB/00/84) from Allion HSE Sdn Bhd on `6/07/2022. Audiometric Testing was conducted by Dr. Mohd Rizal (HQ/15/DOC/00/395) from PAC Testing & Consulting Sdn. Bhd. A total of 66 employees tested and 33 of thew were Normal. 33 Abnormal Diagram and 26 required Medical Examination. c) Chemical Handling training was conducted on 05/01/2022 and attended by 14 employees. d) Sampled PPE SOP (FPI-PK-037) dated 14/05/22 where requirement of PPE stated as guidance. Available a list of workers that need to purchase a Safety Boots for them in 2022	Complied

Criterion / Indicator	Assessment Findings	Compliance
<p>Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept ant the concerns of employees and any remedial actions taken shall be recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>covering from top management (Sr. Mill Manager till general workers). Sighted also a PPE issuance records for each individual workers in mill.</p> <p>e) FGV Holdings Berhad has established SOP for Chemical Handling and documented in the Safety Operating Procedure, Chemical Handling. Refer doc no. FPI-PK-036, issue no. 3 dated 14/07/2010. Medical Surveillance is currently in progress of implementation as letter dated 06/01/2023 from Shine Medicare Consultant.</p> <p>f) Sighted SHC Organization Chart 2021/2022 for FGVPI Wa Ha POM where Chairman is Ainizam b. Mutalib (Mill Manager), Secretary is Hanif Nur Hamidon (Asst. Manager) and 4 Employers Representatives and 4 Employee Representatives. Appointment Letter of Mill Manager as Chairman of SHC was approved by Mohd Shafian Kasim (Regional Controller Wilayah 6). Appointment of other members of SHC approved by Mill Manager dated 01/01/2022 such as Haniff Nur b. Hamidon, dated 10/02/2022 such as Mohd Noor b. Bahari (Chargeman), Noraizan b. Abu Bakar (Foreman) and etc.</p> <p>g) Regular meeting of Safety Health Committee was conducted on 09/11/2022, 16/08/2022, 26/05/2022, 01/03/2022 to discuss OSH issues and accident statistics.</p> <p>h) Sighted the emergency procedure for the Mill. Emergency response plan available in local language (Malay and English). The ERP has been explained to all workers and staffs during training which has been conducted. Emergency response plan include the emergency contact number, and also have</p>	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Guidelines on Accident, Emergency Procedures and Exit routes as well as assembly point in file and pasted on notice board.</p> <p>i) Sighted Checklist for 1st Aid Box for June 2022. List of 13 First Aider (PPC) 2022 containing name such as Norazlee Md Ali (Electric), Mohd Azhar Daman (Operation Supervisor), Muhammad Aliff Haikal Hassim (Lab), Mohd Azizul Tahir (Boiler), Mohd Hairul Azhar Mohd Dom (Mechanical) and etc. Training Certificate for Basic First Aid, CPR and AED from Academy of Safety and Emergency Care (ASEC) dated 16-17/03/2022 awarded to Moh Izhar b. Saim, Muhammad Alif Haikal b, Hassim. Training Certificate for Basic First Aid, CPR and AED from MMTC Asia valid till 08/11/2024 issued to Norazlee Md Ali, Mohamad Azizul b. Tahir, Khairul Asyraf Mohd Arif. Other related training on first aid conducted on 02/04/2022 attended by 5 members.</p> <p>j) Accident statistic and condition was discussed in quarterly meeting of SHC as sighted in the Minutes of Meeting of SHC sampled dated 09/11/2022, 16/08/2022, 26/05/2022, 01/03/2022.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>FGV Holding Berhad has documented on good social practices policy in the Group Sustainability Policy, approved by the Board of Directors dated 17/11/2020. Refer policy no. FGV/SED/POL/001, rev. 4.0. and has been communicated on 12/01/2022. Sighted the training records title Penerangan GSP 4.0/ Polisi Aduan Dan Rungutan/ Awareness.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>In "Group Sustainability Policy", Policy No: FGV/SED/POL/001 rev 4.0 dated 17/11/2020 has includes statement for not supporting any discrimination in clause 5.2.1 equality and no discrimination.</p>	Complied
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>FGV Palm Industries Sdn Bhd has sign the Collective Agreement with Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung which valid from 01/01/2022 to 31/12/2024 and FGV Plantations (Malaysia) Sdn Bhd has signed Collective Agreement Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung which valid from 01/01/2022 to 31/12/2024. Details such as promotion, notice period, resignation, annual leave and overtime were outlined in the agreement.</p> <p>Sampled total 6 workers agreement for both local and foreign workers in mill are reviewed, and the agreements are signed in local language for different nationalities. Interviewed with the workers confirmed that they understood the terms and conditions of employment contracts and pay slips. Sighted the records of the following workers:</p> <ol style="list-style-type: none"> 1. Worker's ID: 1204951 2. Worker's ID: 1213035 3. Worker's ID: 1212690 4. Worker's ID: 1208272 5. Worker's ID: 1207844 6. Worker's ID: 1212060 	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.4 Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>There is no contractor workers working in the FGVPI Wa Ha POM.</p>	<p>Complied</p>
<p>4.4.5.5 The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>Sighted the Workers Masterlist Record for FGVPI Wa Ha POM which listed all the workers name, gender, DOB, DOE, and Job descriptions.</p>	<p>Complied</p>
<p>4.4.5.6 All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>Sampled total 6 workers agreement for both local and foreign workers in mill are reviewed, and the agreements are signed in local language for different nationalities. Interviewed with the workers confirmed that they understood the terms and conditions of employment contracts and pay slips. Sighted the records of the following workers:</p> <ol style="list-style-type: none"> 1. Worker's ID: 1204951 2. Worker's ID: 1213035 3. Worker's ID: 1212690 4. Worker's ID: 1208272 5. Worker's ID: 1207844 6. Worker's ID: 1212060 	<p>Complied</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers.</p> <p>- 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
4.4.5.8	<p>The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p>- Major compliance -</p>	<p>As per employment contract, the working hour is 7.5 hours/day. Seen all the employees' punch cards with the form titled 'Borang Arahan/ Kebenaran Kerja Lebih Masa, Kerja Pada Hari Cuti Rehat dan Kerja' filled up by workers for the overtime.</p>	Complied
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>Wages and overtime payment has been documented in the pay slips and has been verified based on 6 sample of workers which detailing all the payment been made for all works done including overtime and piece rate works. Stated in the pay slips employees</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		and employers' deduction and total days works. Sighted the records of the following workers: 1. Worker's ID: 1204951 2. Worker's ID: 1213035 3. Worker's ID: 1212690 4. Worker's ID: 1208272 5. Worker's ID: 1207844 6. Worker's ID: 1212060	
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings. - Minor compliance -	The company provides free medical benefit (panel clinic) and free housing to workers with rubbish collection, water and electric subsidy, football field and game courts.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities. - Major compliance -	FGVPI Wa Ha POM provides 1 worker with or without family is 1 house to be occupied. Water for domestic usage is provided from Syarikat Air Johor and Tenaga Nasional Berhad with subsidize rate as per collective agreement which are RM15/month for electric and 35 gallon/people/day or RM3.00/people/month with limit of RM15.00/month/family. Besides, government clinic was available in the complex where the employees can easily access to the medical facilities. The employees have provided with AIA Medical Card where they are allowed to visit any panel clinic without paying the medical fees.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>For Wa Ha POM, the linesite inspection conducted in weekly basis as per record Pemantauan Mingguan Perumahan Pekerja, Doc no: FGV/ML-1A/L4-F20 Issue 1 effective date: 01/06/2016. Since the workers in mill are all locals, they live in the Felda settler's neighborhood.</p> <p>There was extension of housing made in the linesite since the houses are since 1987 and only has 2 small rooms and no garage. The management aware on the extension been done long time ago and has budgeted the new houses in stages.</p>	
4.4.5.12	<p>The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p>	<p>FGV Plantations 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 12/01/2022 at FGVPI Wa Ha POM.</p>	Complied
4.4.5.13	<p>The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>FGV Plantations 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. Briefing of the policy was conducted on 12/01/2022 at FGVPI Wa Ha POM.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. - Major compliance -	FGV Plantations 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. There is no children has been employed in FGVPI Wa Ha POM and has been verified base on the list of workers, site visit and interview.	Complied
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. - Major compliance -	Sighted Annual Training Plan for Year 2022 involving staff and contractor. Among records of training conducted and maintained included: <ol style="list-style-type: none"> 1. FFB Grading Training conducted on 01/08/2022 attended by 4 employees. 2. Weight Bridge Training was conducted on 01/07/2022 and attended by 2 employees. 3. Open Burning Briefing was conducted on 30/03/2022 and attended by 96 employees. 4. Awareness Briefing and Housekeeping at Workshop was conducted and attended by 8 employees. 	Complied
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in	Training Needs Analysis established and documented for Year 2022 covering matrix between Mill Manager, Assistant Managers,	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	<p>order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>Supervisors, Clerk, Lab Assistant, Boilerman, Foreman, Contractor, Mechanical, Electrical and etc. Training needed such as:</p> <ol style="list-style-type: none"> 1. Environment (Awareness MSPO/RSPO, HCV, RTE and Wildlife, Aspect and Impact, Spillage Drill, Open Burning Prohibition) 2. Social (SIA, Companies Policies, Sexual Harassment Awareness, Whistleblowing Policy, Complaint and Grievances, Ethic and Integrity) 3. OSH (NADOOPOD, HIRARDC, Chemical Handling, PKS, Legal Requirements) 4. ERP (Fire Drill, Fire Extinguishers, 1st Aid) 	
4.4.6.3	<p>A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>Continuous training was conducted to provide the specific skill and competency required to all employees based on their job description as in the TNA.</p> <ol style="list-style-type: none"> 1. Basic Training for Loading Ramp Operator on 20/07/2022 attended by 9 employees (2 shifts). 2. Safety Briefing for Sorter & Picker on 02/06/2022 attended by 6 employees. 3. Safety Briefing for changing roof on 01/06/2022 attended by 5 employees. 4. Safety Briefing for New Picker on 08/05/2022 attended by 5 employees. 5. Chemical Handling training was conducted on 05/01/2022 attended by 14 employees. 6. ECMS training was conducted on 23/12/2021 and attended by 7 employees. 	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>Environmental Policy (FGV/GHR/HSEQ/POL/004) Rev.00 for FGV Holdings Berhad was approved, signed Mohd Nazrul Izam Mansor (Group CEO) dated 05/11/2021. Included a commitment to comply with applicable Environmental legal and other requirements. This was posted at notice board as seen near mill office and operation area.</p>	Complied
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations</p> <p>- Major compliance -</p>	<p>Environmental aspect and impact assessment was conducted as sighted in Identification of Environmental Aspect and Evaluation of Significant Form (FPI/L4/QOHSE-1.7 Pind 0) dated 15/12/22 recorded by Mohd Alif Haikal b. Hassim. Covering activity, product and services:</p> <ol style="list-style-type: none"> 1. Empty Bunch Conveyor 2. Outlet drains 3. Diesel Tank 4. Weight Bridge 5. Canteen 6. Store 7. Laboratory 8. Effluent pond and etc. <p>One of the critical impact from generation of waste found not included that is shortage of landfill not listed as one of the environmental impact. Current listed 11 types of environmental</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		impacts. The calculation and scoring to decide significant environmental impact found not consistent.	
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored. - Major compliance -	As documented in Significant Environmental Aspect and Impact Register Form (FPI/L4/QOHSE-1.8 Pind 0) Year 2022 for FGVPI Wa Ha POM. In the form Impact mitigation Method was mentioned for 126 significant aspects assessed.	Complied
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	<ol style="list-style-type: none"> 1. A Plan to Reduce Diesel Usage was established monitoring, recoding, switch of engine, training for drivers in year 2022. Target from 1.24 Lit/MT to 0.86 Lit/MT 2. Control Parameter of Effluent Pond and Water Discharge Limit 3. Installation of Vorsep to reduce emission at Boiler No. 2 	Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. - Major compliance -	A training program is available and updated on yearly basis or revised as per the management requirement. Included in this programme are subjects related to environment.	Complied
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	Regular meeting of Environment was conducted on 09/11/2022, 16/08/2022, 26/05/2022, 01/03/2022 to discuss Environmental Quality issues and performance.	Complied
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel,	Sighted a record of Diesel Usage Year 2022 on monthly basis (Jan-Dec). As summary: FFB Processed: 238,690 MT	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	electricity in the operations over the base period - Major compliance -	Diesel Used: 226,900 Litres Litre/MT: 0.95 CPO Produced: 50,186.34 MT Cost: RM 904,355.23 RM/MT: 3.79	
4.5.2.2	Palm oil millers shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. - Major compliance -	FGVPI Wa Ha POM has made estimation of direct usage of non-renewable energy for their operations, including fossil fuel (diesel) for year 2022 as sighted in Monitoring Diesel Use Per Tom FFB. Data of estimation for year 2022 (Jan-Dec) and summary as below: Diesel Use Estimation (Monthly): 17,150 Litres Diesel Use Estimation (Annually): 206,040 Litres FFB Production Forecast (Annually): 238,230 MT Estimation of Diesel Usage/FFB Production: 0.86 Lit/MT	Complied
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	At this moment no Renewable Energy applied accept generation of electricity from boiler operation use mill and housing usage. The fibre and shell are used in the boiler for fuel recycled in the process system. Surplus quantity of shell/fibre are delivered to estates for multi purposes or sold to outside buyers. EFB is used in the estates for mulching.	Complied
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	FGVPI Wa Ha POM has established and documented Identification of Waste as sampled and among others included: Mixed raw effluent	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance																				
		Empty Bunches (EFB) Shell from LPTS Used Lubricating Oils (SW 305) Used Filter (SW 410) Used Hydraulic Oil (SW 306) Scrap Iron Used Tyre Boiler Ash Domestic waste and etc.																					
4.5.3.2	A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for: a) Identifying and monitoring sources of waste and pollution. b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. - Major compliance -	Waste Management Plan established for FGVIP Wa Ha POM established and documented for FY 2022. <table border="1"> <thead> <tr> <th>Types</th> <th>Items</th> <th>Location</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Scheduled Waste</td> <td>Used Lubricant (SW305), Used Hydraulic Oil (SW306), Clinical Waste (SW404)</td> <td>Workshop/ Mill</td> <td rowspan="3">Collect and store Dispose at approved contractor</td> </tr> <tr> <td>Used Container (SW409)</td> <td>Main Building</td> </tr> <tr> <td>Used Batteries (SW102)</td> <td>Electrical & maintenance</td> </tr> <tr> <td>Domestic Waste</td> <td>Rubbish</td> <td>Residential area</td> <td>Collect every Wednesday Memo no burning Provide Rubbish bin</td> </tr> <tr> <td></td> <td>Scrap Metal Scrap wood</td> <td>Workshop</td> <td>Collect and store</td> </tr> </tbody> </table>	Types	Items	Location	Action	Scheduled Waste	Used Lubricant (SW305), Used Hydraulic Oil (SW306), Clinical Waste (SW404)	Workshop/ Mill	Collect and store Dispose at approved contractor	Used Container (SW409)	Main Building	Used Batteries (SW102)	Electrical & maintenance	Domestic Waste	Rubbish	Residential area	Collect every Wednesday Memo no burning Provide Rubbish bin		Scrap Metal Scrap wood	Workshop	Collect and store	Complied
Types	Items	Location	Action																				
Scheduled Waste	Used Lubricant (SW305), Used Hydraulic Oil (SW306), Clinical Waste (SW404)	Workshop/ Mill	Collect and store Dispose at approved contractor																				
	Used Container (SW409)	Main Building																					
	Used Batteries (SW102)	Electrical & maintenance																					
Domestic Waste	Rubbish	Residential area	Collect every Wednesday Memo no burning Provide Rubbish bin																				
	Scrap Metal Scrap wood	Workshop	Collect and store																				

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings			Compliance
			Scrap Plastics		Dispose at approved contractor
4.5.3.3	<p>The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005</p> <p>- Major compliance -</p>	<p>Scheduled waste clearly identified in Waste Management Plan and found properly store and labelled as sampled in Scheduled Waste Store.</p> <p>Previous disposal as evidence of Consignment Note sent to Kualiti Alam as below:</p> <p>Date of Disposal: 27/10/22 CN No: 2022103113BGI6K3 Driver Sixxxxxxx A/L Raxxx (NDM6992) Type: SW410 (Contaminated Rags, paper, filters) Qty: 0.0930 MT</p> <p>Date of Disposal: 27/10/22 CN No: 20221031135E42MN Driver: Sixxxxxxx A/L Raxxx (NDM6992) Type: SW305 (Spent Lubricating Oil) Qty: 0.3290 MT</p> <p>Inventory of Scheduled Waste for Month of December 2022 submitted to DOE as below:</p> <p>SW109 (Fluorescent Tube), SW 110 (Spent Fluorescent tube), SW 306 (Spent Hydraulic Oil) - All Zero Balance. SW410 (Used Filter) 0.0200 MT. SW 305 (Spent Lubricating Oil) 0.200 MT</p>			Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		This was verified during site visit at Scheduled Waste Store and found correct.	
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. - Minor compliance -	Domestic waste engaged a contractor (Southern Waste Management) to collect and dispose off at municipal landfill. Collection as stated in Waste Management Plan as sampled.	Complied
Criterion 4.5.4: Reduction of pollution and emission including greenhouse gas			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	Mill has assessed GHG emission by using RSPO Calculator annually. Other polluting activities were assessed through Aspect and impact assessment including monitoring of stack emission, particulate and soot as required under DOE's License requirements. An assessment of all polluting activities from existing bunding to be further enhanced and improved to mitigate diesel leakage to soils or water ways at diesel storage and usage location. Thus, the OFI was raised for further monitoring during the next audit.	OFI
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	Action Plan for Use of Energy, Pollution Control and Monitoring of Emission of GHG 2022 were established and implemented. Among activities planned to control and mitigate among others: 1. Use of Diesel: Monitor and record daily usage 2. Effluent: Water sampling and monitoring discharge 3. Organic domestic waste: Segregation with non-organic and collection schedule of collection. 4. Promoting recycling and reuse: Reuse back paper, promoting and briefing all employee for understanding. 5. Scheduled waste: Collect, record, storage and disposal to prescribed premise.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings					Compliance																																													
4.5.4.3	<p>Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations.</p> <p>- Major compliance -</p>	<p>FGVPI Wa Ha POM as in Quarterly Return Form to DOE (4th Quarter 2022) 01/10/2022-31/12/2022.</p> <p>Monitoring at Final Discharge Point done by Chemist from FGV Palm Industries Sdn. Bhd. However FGV PISB POM in Johor received a Contravention License and required to make a fee for not complying with License Terms for Effluent Discharge. Approval from 01/07/2022-31/12/2022.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Parameter</th> <th>Unit</th> <th>Standard</th> <th>03/10/22</th> <th>12/12/22</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>-</td> <td>5-9</td> <td>8.8</td> <td>8.4</td> </tr> <tr> <td>BOD</td> <td>Mg/L</td> <td>20</td> <td>21</td> <td>47</td> </tr> <tr> <td>COD</td> <td>Mg/L</td> <td>-</td> <td>404</td> <td>243</td> </tr> <tr> <td>Total Solid</td> <td>Mg/L</td> <td>-</td> <td>2764</td> <td>1616</td> </tr> <tr> <td>Suspended Solid</td> <td>Mg/L</td> <td>200</td> <td>116</td> <td>84</td> </tr> <tr> <td>Oil & Gas</td> <td>Mg/L</td> <td>5</td> <td>5</td> <td>5</td> </tr> <tr> <td>Ammoniacal Nitrogen</td> <td>Mg/L</td> <td>20</td> <td>13</td> <td>36</td> </tr> <tr> <td>Total Nitrogen</td> <td>Mg/L</td> <td>200</td> <td>28</td> <td>45</td> </tr> </tbody> </table>					Parameter	Unit	Standard	03/10/22	12/12/22	pH	-	5-9	8.8	8.4	BOD	Mg/L	20	21	47	COD	Mg/L	-	404	243	Total Solid	Mg/L	-	2764	1616	Suspended Solid	Mg/L	200	116	84	Oil & Gas	Mg/L	5	5	5	Ammoniacal Nitrogen	Mg/L	20	13	36	Total Nitrogen	Mg/L	200	28	45	Complied
Parameter	Unit	Standard	03/10/22	12/12/22																																																
pH	-	5-9	8.8	8.4																																																
BOD	Mg/L	20	21	47																																																
COD	Mg/L	-	404	243																																																
Total Solid	Mg/L	-	2764	1616																																																
Suspended Solid	Mg/L	200	116	84																																																
Oil & Gas	Mg/L	5	5	5																																																
Ammoniacal Nitrogen	Mg/L	20	13	36																																																
Total Nitrogen	Mg/L	200	28	45																																																
Criterion 4.5.5: Natural water resources																																																				
4.5.5.1	<p>The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities. 	<p>The mill water management plan has been established and prepared on 19/12/2022 for the year 2022/2023. Among others the plan therein emphasized:</p> <ol style="list-style-type: none"> 1. Rain water harvesting for cleaning purposes 2. Water from the reservoir/catchment for the mill operations 3. Continual training for workers on water efficiency consumption 4. Desilting of water reservoir to retain the reservoir optimal capacity. 					Complied																																													

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance	
	c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). - Major compliance -		Source	Activity	Threat	Action Plan	
		1	Reservoir/pond/SAJ	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer zone as non-spraying activities.	
		2	Rain	General Upkeep	Pollution Draught Wastage	Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.	
		3		Line site	Pollution Draught Wastage	Every house is on direct SAJ. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.	
		4			Water pollution	Prohibit workers from activities at water source Monitor condition of septic tank Adhere SW management procedure to avoid pollution caused by SW.	

Criterion / Indicator		Assessment Findings	Compliance
		There are no changes in Management Plan from the previous audit.	
4.5.5.2	Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations. - Major compliance -	The mill at current had no plan to phase out the existing discharge method. However, the discharge of POME is within the allowable limit set by the Department of Environment.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Mill Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	<p>The mill processing system is documented in the following documents among others:</p> <ol style="list-style-type: none"> 1. The Mill Lestari Processing Manual 2. Mill Standard Operating Procedure 3. The Mill Quality Management Manual 4. Prosedur Kerja Selamat 5. Manual Kelestarian (Sustainability) <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from:</p> <ol style="list-style-type: none"> 1. The reception, sterilization, threshing, pressing 2. Clarification, depericarping (nut polishing) station 3. 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

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance																							
4.6.1.2	All palm oil mills shall implement best practices. - Major compliance -	<p>The monitoring of the mill process is made through the shift supervision headed by an Assistant Engineer. All process parameters are documented and summarized in a daily report.</p> <p>The external monitoring is made through visits by the RC/ZH and also technical personnel from the Head Office. DOSH performed the annual UPV machinery inspection. In addition, there are audits by SCCD and ADK. This is to ensure compliance to Policies, procedures in relation mill operations, financial, OSH, welfare among others. Other mechanism as described below.</p> <table border="1"> <thead> <tr> <th colspan="2">FGVPI Wa Ha POM</th> </tr> <tr> <th>Areas</th> <th>Action/ Activities</th> </tr> </thead> <tbody> <tr> <td rowspan="2">1</td> <td>Daily</td> <td>Supervision by staff/ Assist/Manager</td> </tr> <tr> <td></td> <td>Report of daily activities/costings/ variation</td> </tr> <tr> <td rowspan="5">2</td> <td rowspan="5">Schedule</td> <td>Quarterly ESH meeting</td> </tr> <tr> <td>Internal audits by GCAD/ SHO</td> </tr> <tr> <td>Region SHO 2x/year visits</td> </tr> <tr> <td>External audit RSPO/ MSPO</td> </tr> <tr> <td>Zone Head/ Regional Controller visit</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Annual</td> <td>Quarterly JPPK Gugusan Waha</td> </tr> <tr> <td>Annual EPMC</td> </tr> <tr> <td></td> <td></td> <td>Medical surveillance</td> </tr> </tbody> </table> <p>The mill maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates compliance towards the SOP, budget and productivity among others. Estates/ Mill performances are reviewed during the monthly meeting with RC/ZH.</p>	FGVPI Wa Ha POM		Areas	Action/ Activities	1	Daily	Supervision by staff/ Assist/Manager		Report of daily activities/costings/ variation	2	Schedule	Quarterly ESH meeting	Internal audits by GCAD/ SHO	Region SHO 2x/year visits	External audit RSPO/ MSPO	Zone Head/ Regional Controller visit	3	Annual	Quarterly JPPK Gugusan Waha	Annual EPMC			Medical surveillance	Complied
FGVPI Wa Ha POM																										
Areas	Action/ Activities																									
1	Daily	Supervision by staff/ Assist/Manager																								
		Report of daily activities/costings/ variation																								
2	Schedule	Quarterly ESH meeting																								
		Internal audits by GCAD/ SHO																								
		Region SHO 2x/year visits																								
		External audit RSPO/ MSPO																								
		Zone Head/ Regional Controller visit																								
3	Annual	Quarterly JPPK Gugusan Waha																								
		Annual EPMC																								
		Medical surveillance																								

Criterion / Indicator		Assessment Findings	Compliance																						
Criterion 4.6.2: Economic and financial viability plan																									
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	The annual business plan 2023-2027 is available. The document is in the form of annual budget and the projection for 5 years (Budget year, PY2, PY3, PY4, PY5) prepared as guidance for future planning.	Complied																						
Criterion 4.6.3: Transparent and fair price dealing																									
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	<p>Pricing mechanism has been detailed in the in the contract agreement base on types of works. There is evidence that pricing mechanism has been agreed by both parties. Sighted in Offer Letter No. 40580010 to seller Scope Sniper Enterprise where the basic daily pricing of FFB for 1% calculated using a formula below:</p> <p>Daily Price of FFB for 1% = $[(A - E - F - G - H) \times C + \{(B - I) \times D\} - J - K] / C$</p> <p>Peninsular Malaysia</p> <table border="1"> <tr> <td>A: CPO Price (RM/MT)</td> <td>Daily MPOB CPO Price</td> </tr> <tr> <td>B: PK Price (RM/MT)</td> <td>Daily MPOB PK Price</td> </tr> <tr> <td>C: OER CPO (%)</td> <td>20.00</td> </tr> <tr> <td>D: OER PK (%)</td> <td>5.00</td> </tr> <tr> <td>E: Cess MPOB (RM/MT)</td> <td>16.00</td> </tr> <tr> <td>F: Government tax (%)</td> <td>-</td> </tr> <tr> <td>G: Transportation Cost CPO (RM/MT)</td> <td>40.00</td> </tr> <tr> <td>H: Storage Cost CPO (RM/MT)</td> <td>5.00</td> </tr> <tr> <td>I: Transportation Cost PK (RM/MT)</td> <td>-</td> </tr> <tr> <td>J: Processing Charge (RM/MT)</td> <td>56.00</td> </tr> <tr> <td>K: Support Charges (RM/MT)</td> <td>0.50</td> </tr> </table>	A: CPO Price (RM/MT)	Daily MPOB CPO Price	B: PK Price (RM/MT)	Daily MPOB PK Price	C: OER CPO (%)	20.00	D: OER PK (%)	5.00	E: Cess MPOB (RM/MT)	16.00	F: Government tax (%)	-	G: Transportation Cost CPO (RM/MT)	40.00	H: Storage Cost CPO (RM/MT)	5.00	I: Transportation Cost PK (RM/MT)	-	J: Processing Charge (RM/MT)	56.00	K: Support Charges (RM/MT)	0.50	Complied
A: CPO Price (RM/MT)	Daily MPOB CPO Price																								
B: PK Price (RM/MT)	Daily MPOB PK Price																								
C: OER CPO (%)	20.00																								
D: OER PK (%)	5.00																								
E: Cess MPOB (RM/MT)	16.00																								
F: Government tax (%)	-																								
G: Transportation Cost CPO (RM/MT)	40.00																								
H: Storage Cost CPO (RM/MT)	5.00																								
I: Transportation Cost PK (RM/MT)	-																								
J: Processing Charge (RM/MT)	56.00																								
K: Support Charges (RM/MT)	0.50																								

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		Final FFB Price/MT = Daily Price of FFB for 1% X OER % Where; OER% = CPO OER Grading – Penalty	
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	<p>Sampled Offer Letter with terms and condition contracted and agreed by both parties such as:</p> <ol style="list-style-type: none"> 1. Scxxx Sxxxx Exxxxxxx dated 12/12/2021 2. Hxxxxx Bt. A Xxx dated 12/12/2021 3. Rixxxx b. A Xxx dated 12/12/2021 4. Arxx Xxxx Exxxxxxx dated 12/12/2021 5. Sxxxx Exxxxx Sxx Bxx dated 08/12/2021 6. Payment was made as Borang Kontrak <p>Sampled Delivery Order from Anxxx Gxxx & Exxxxxxx Sxxxxx Sdn Bhd No. 28011 dated 03/01/2023 with Invoice No 22142 dated 04/01/2023 for Job Description: Van (Hiace) Major Servicing and replacing 4 tyres. Term of Payment: 30 days. Sighted Job Completion Certificate issued by FGVPI Wa Ha POM dated 02/01/2023 for Contract No. 3301572459 signed by Mill Manager dated 09/01/2023. A Payment Application was raised and approved for payment by Mill Manager dated 09/01/2023.</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	Anxxx Gxxx & Exxxxxxx Sxxxxx Sdn Bhd as in Work Order (Surat Perintah Kerja) 3301591591543/21042628 dated 29/12/2022 mentioned requirement to comply with sustainability and regulations under RSPO/MSPO and signed A Supplier Code of Conduct, FGV Holdings Berhad Version 001.05.2020 under Section 5.2 Adherence to Sustainability Certification (MSPO) on 25/04/2022	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Anxxx Gxxx & Exxxxxxx Sxxxxx Sdn Bhd as in Work Order (Surat Perintah kerja) 3301591591543/21042628 dated 29/12/2022, for Van (Hiace) Major Servicing and replacing 4 tyres stated 29/12/2022 to 29/01/2023 was signed as accepted by contractor.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	The management accepted MSPO approved auditors to verify the assessments through a physical inspection, if required.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Appendix B: Smallholder Member Details

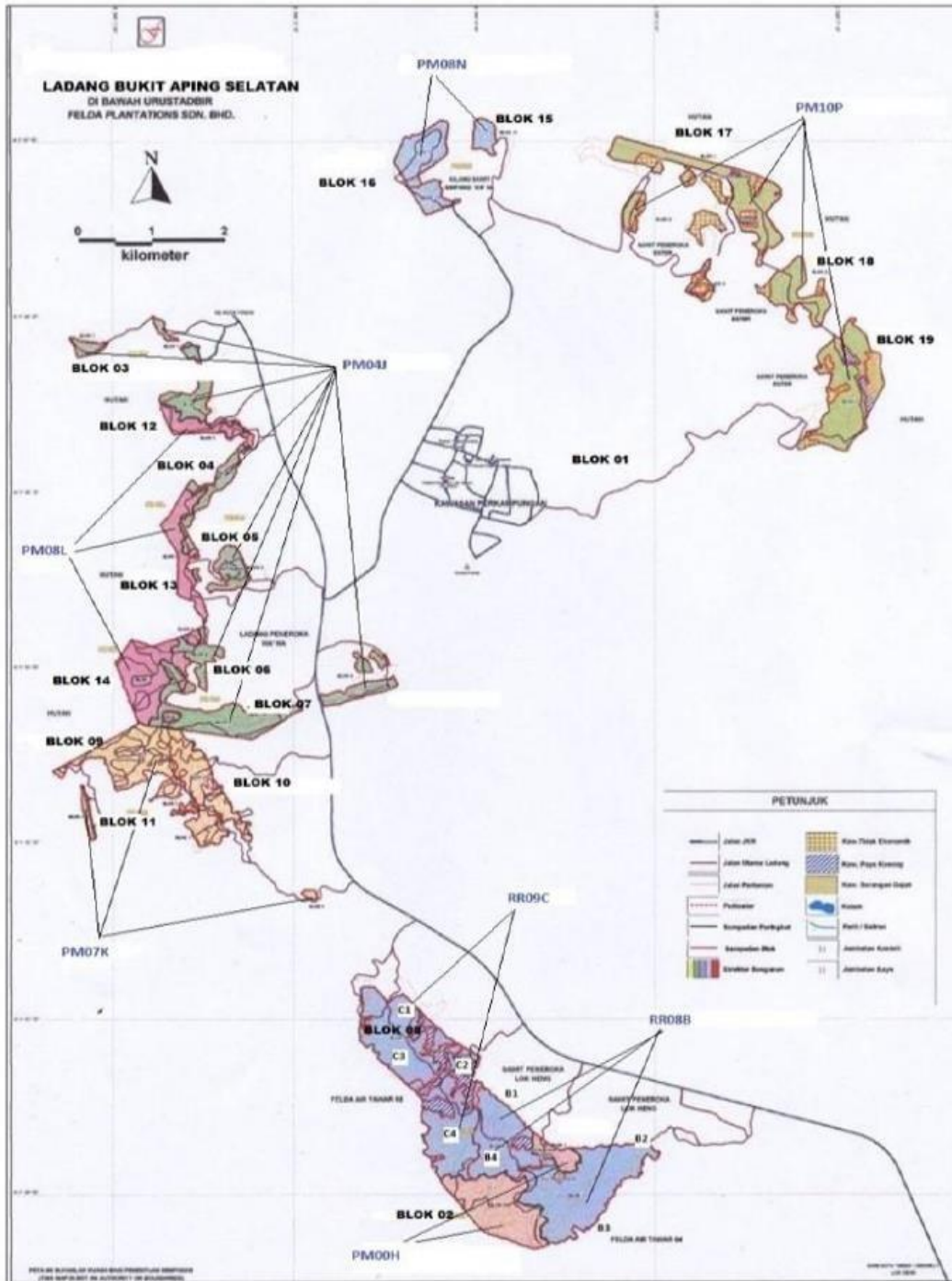
No.	Smallholder		Location of Planted Area (District)	GPS Coordinates		Certified Area (ha)	Planted Area (ha)
	Name	MPOB License Number		Latitude	Longitude		
	N/A						

Appendix C: Location and Field Map

FGVPI Wa Ha Palm Oil Mill



FGVPM Bukit Aping Selatan Estate



Bukit Aping Selatan Estate

Appendix D: List of Abbreviations

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSP0	Malaysian Sustainable Palm Oil
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
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure