

**MALAYSIAN SUSTAINABLE PALM OIL
MSPO OPMC Public Summary Report**

- Initial Assessment
- Annual Surveillance Assessment (Choose an item.)
- Recertification Assessment (RA 1)
- Extension of Scope

| |
|--|
| JOHOR PLANTATIONS BERHAD |
| Client Company (HQ) Address: K.B. 705 Ulu Tiram 81900 Johor Bahru, Johor, Malaysia |
| Certification Unit: Palong Cocoa Palm Oil Mill & Plantations: Palong Complex (Palong Estate, Mungka Estate, UMAC Estate & Labis Bahru Estate) |
| Date of Final Report: 28/11/2023 |

Report prepared by:
Nor Halis Bin Abu Zar (Lead Auditor)

Report Number: 3717747

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 | 5 |
| 1.6 Plantings & Cycle | 5 |
| 1.7 Certified Tonnage of FFB | 5 |
| 1.8 Uncertified Tonnage of FFB..... | 5 |
| 1.9 Certified Tonnage | 6 |
| 1.10 Actual Sold Volume (CPO)..... | 6 |
| 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 | 11 |
| 2.3 Accompanying Persons | 11 |
| 2.4 Assessment Plan | 11 |
| Section 3: Assessment Findings | 14 |
| 3.1 Details of audit results | 14 |
| 3.2 Details of Nonconformities and Opportunity for improvement..... | 14 |
| 3.3 Status of Nonconformities Previously Identified and OFI | 15 |
| 3.4 Summary of the Nonconformities and Status..... | 19 |
| 3.5 Issues Raised by Stakeholders | 19 |
| 3.6 List of Stakeholders Contacted | 22 |
| Section 4: Assessment Conclusion and Recommendation | 22 |
| Appendix A: Summary of the findings by Principles and Criteria..... | 23 |
| Appendix B: Smallholder Member Details..... | 134 |
| Appendix C: Location and Field Map..... | 135 |
| Appendix D: List of Abbreviations | 142 |

Section 1: Executive Summary

| 1.1 Organizational Information and Contact Person | | | |
|---|--|-------------------------|--|
| Company Name | Johor Plantations Berhad | | |
| Mill/Estate | Certification Unit | MPOB License No. | Expiry Date |
| | Palong Cocoa Palm Oil Mill | 578392004000 | 30/11/2023 |
| | Palong Estate | 570585002000 | 31/03/2024 |
| | Mungka Estate | 570584002000 | 31/03/2024 |
| | UMAC Estate | 621297002000 | 30/09/2024 |
| | Labis Bahru Estate | 621313002000 | 30/09/2024 |
| Address | KB 705, Ulu Tiram, 80990 Johor Bahru, Johor, Malaysia | | |
| Management Representative | Wan Adlin Wan Mahmood | | |
| Website | www.johorplantations.com | E-mail | wanadlin@johorplantations.com |
| Telephone | 07-8611611 | Facsimile | 07-8631084 |

| 1.2 Certification Information | | | |
|---|---|--------------------------------|------------|
| Certificate Number | Mill: MSPO 698010 Estate: MSPO 698011 | Certificate Start Date | 01/04/2024 |
| Date of First Certification | 01/04/2019 | Certificate Expiry Date | 31/03/2029 |
| 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 an Recertification Assessment RC1 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 | | |
| Recertification Assessment Visit (RC) 1 | 16-19/10/2023 | | |
| Continuous Assessment Visit Date (CAV) 1_1 | - | | |

MSPO Public Summary Report

Revision 2 (Nov 2021)

| | |
|---|---|
| Continuous Assessment Visit Date (CAV) 1_2 | - |
| Continuous Assessment Visit Date (CAV) 1_3 | - |
| Continuous Assessment Visit Date (CAV) 1_4 | - |

1.3 Other Certifications

| Certificate Number | Standard(s) | Certificate Issued by | Expiry Date |
|-------------------------------|--|-------------------------------|-------------|
| RSPO 613087 | RSPO Principles & Criteria for Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019; with Identity Preserved Supply Chain Module | BSI Services Malaysia Sdn Bhd | 22/01/2024 |
| EU-ISCC-Cert-DE119-60236780 | International Sustainability and Carbon Certification (EU) | ASG Cert | 17/05/2024 |
| ISCC-PLUS-Cert-DE119-60236780 | International Sustainability and Carbon Certification (EU) Plus | ASG Cert | 17/05/2024 |
| HALAL A199300 | MS 1500:2009 | JAKIM | 30/06/2025 |
| BVC-MSPO/SC-0031 | MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018 | Bureau Veritas (M) Sdn Bhd | 10/03/2025 |

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 |
| Palong Cocoa Palm Oil Mill | PTD 15677, HSD 52397, Mukim Buloh Kasap, Daerah Segamat, Johor, Malaysia | 2° 42' 22.80" N | 102° 47' 11.80" E |
| Palong Estate | PTD 15677, HSD 52397, Mukim Buloh Kasap, Daerah Segamat, Johor, Malaysia | 2° 44' 53.00" N | 102° 45' 06.90" E |
| Mungka Estate | PTD 15678, HSD 52398, Mukim Buloh Kasap, Daerah Segamat, Johor, Malaysia | 2° 41' 10.90" N | 102° 47' 15.00" E |
| UMAC Estate | PTD 298, HSD 3746, Mukim Keratong, Daerah Rompin, Pahang, Malaysia | 2° 53' 03.00" N | 102° 54' 24.00" E |
| Labis Bahru Estate | Lot 1265, Geran 38197, Mukim Pogoh, Daerah Segamat, Johor, Malaysia | 2° 25' 48.00" N | 102° 52' 27.00" E |

| 1.5 Certified Area | | | | | |
|--------------------|---|--------------|-----------------------------------|--------------------|-----------------|
| Estate | Total Planted (Mature + Immature) (ha) | HCV (ha) | Infrastructure & Other (ha) | Total Area (ha) | % of Planted |
| Palong Estate | 3,494.73 | 20.74 | 186.45 | 3,701.92 | 94.40 |
| Mungka Estate | 2,646.42 | 80.79 | 171.06 | 2,898.27 | 91.31 |
| UMAC Estate | *1,555.90 | 0.84 | 59.59 | 1,616.33 | 96.26 |
| Labis Bharu Estate | 1,947.24 | 14.53 | 146.39 | 2,108.16 | 92.37 |
| Total (ha) | 9,644.29 | 116.9 | 563.49 | 10,324.68 | |

Notes:
 *UMAC Estate - Oil Palm planted decreased by 0.08 ha due to the resurvey of P21 area from the previous year (1,616.41 ha) due to the planted area became a field road.

| 1.6 Plantings & Cycle | | | | | | | |
|-----------------------|---------------|---------------|-----------------|---------------|----------|-----------------|---------------|
| Estate | Age (Years) | | | | | Mature | Immature |
| | 0 - 3 | 4 - 10 | 11 - 20 | 21 - 25 | 26 - 30 | | |
| Palong Estate | 100.96 | 411.34 | 2,982.43 | 0 | 0 | 3,393.77 | 100.96 |
| Mungka Estate | 114.04 | 0 | 2,361.57 | 170.81 | 0 | 2,532.38 | 114.04 |
| UMAC Estate | 28.77 | 0 | 1,527.13 | 0 | 0 | 1,527.13 | 28.77 |
| Labis Bharu Estate | 479.25 | 247.69 | 988.24 | 232.06 | 0 | 1,467.99 | 479.25 |
| Total (ha) | 723.02 | 659.03 | 7,859.37 | 402.87 | 0 | 8,921.27 | 723.02 |

| 1.7 Certified Tonnage of FFB | | | |
|------------------------------|------------------------------------|----------------------------------|-----------------------------------|
| Estate | Tonnage / year | | |
| | Estimated (Mar 2023 - Feb 2024) | Actual (Oct 2022 - Sept 2023) | Forecast (Mar 2024 - Feb 2025) |
| Palong Estate | 74,147.00 | 70,518.86 | 74,243.45 |
| Mungka Estate | 59,699.00 | 42,139.42 | 56,997.68 |
| UMAC Estate | 36,587.00 | 29,830.20 | 35,424.63 |
| Labis Bharu Estate | 38,831.00 | 33,751.17 | 37,157.85 |
| Rengam | 0.00 | 2,037.15 | 0.00 |
| Total (mt) | 209,264.00 | 178,276.80 | 203,823.61 |

| 1.8 Uncertified Tonnage of FFB | | | |
|--------------------------------|------------------------------------|----------------------------------|-----------------------------------|
| Estate | Tonnage / year | | |
| | Estimated (Mar 2023 - Feb 2024) | Actual (Oct 2022 - Sept 2023) | Forecast (Mar 2024 - Feb 2025) |

| | | | |
|-------------------|------------|------------|------------|
| Nil | N/A | N/A | N/A |
| Total (mt) | N/A | N/A | N/A |

Note: No FFB purchase from outside crop, the mill is on segregation supply chain model.

1.9 Certified Tonnage

| Mill Capacity: 40 MT/hr | Estimated (Mar 2023 - Feb 2024) | Actual (Oct 2022 - Sept 2023) | Forecast (Mar 2024 - Feb 2025) |
|----------------------------|------------------------------------|----------------------------------|-----------------------------------|
| | FFB | FFB | FFB |
| | 209,264.00 | 178,276.8 | 203,823.61 |
| SCC Model: SG | CPO (OER: 22.00%) | CPO (OER: 19.64%) | CPO (OER: 19.70%) |
| | 46,038.00 | 35,004.74 | 40,047.60 |
| | PK (KER: 5.45%) | PK (KER: 5.50%) | PK (KER: 5.15%) |
| | 11,405.00 | 9,807.98 | 10,463.93 |

1.10 Actual Sold Volume (CPO)

| CPO (mt) | MSPO Certified | Other Schemes Certified | | Conventional | Total |
|-----------|----------------|-------------------------|-----------|--------------|-----------|
| | | ISCC | RSPO | | |
| 35,004.74 | 0.00 | 4,121.77 | 22,816.87 | 163.75 | 27,102.39 |

1.11 Actual Sold Volume (PK)

| PK (mt) | MSPO Certified | Other Schemes Certified | | Conventional | Total |
|----------|----------------|-------------------------|----------|--------------|----------|
| | | ISCC | RSPO | | |
| 9,807.98 | 0.00 | 0.00 | 6,245.66 | 0.00 | 6,245.66 |

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 16-19/10/2023. The audit programme is included as Section 2.4. The approach to the audit was to treat the Palong Cocoa Palm Oil Mill together with Palong Estate, Mungka Estate, UMAC Estate, and Labis Bahru Estate as 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. 30 days prior to audit, public notification posted in the BSI website as per the following link:

https://www.bsigroup.com/globalassets/localfiles/en-my/mspo/Public%20Notification/2023/08-3-mspo-public-notification_recertification_johor-plantations-berhad-palong-cocoa-palm-oil-mill_english.pdf

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 reassessment 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.

MSPO 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 (Recertification) | Year 2 (ASA 1_1) | Year 3 (ASA 1_2) | Year 4 (ASA 1_3) | Year 5 (ASA 1_4) |
| Palong Cocoa Palm Oil Mill | √ | √ | √ | √ | √ |
| Palong Estate | √ | - | √ | - | √ |
| Mungka Estate | - | √ | √ | - | - |
| UMAC Estate | - | √ | - | √ | - |
| Labis Bharu Estate | √ | - | - | √ | √ |

Tentative Date of Next Visit: October 14, 2024 - October 17, 2024

Total No. of Mandays: 11 Mandays

2.1 BSI Assessment Team

| Team Member Name | Role | Qualifications |
|-------------------------|-------------|---|
| Nor Halis Abu Zar (NHA) | Team Leader | <p>Education: Bachelor of Science, Plantation Technology and Management, graduated from UiTM in 2012 and Diploma in Plantation and Industry Management from UiTM in 2009.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day-to-day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS 2530:2013 and RSPO Auditor for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed RSPO P&C Lead Auditor Course in Oct 2020, Refresher RSPO P&C Lead Auditor Course in May 2022, RSPO ISH Standard 2019 in December 2021, RSPO SCC 2020 in September 2022, QMS 9001:2015 Lead Auditor Course in April 2019, OSH 45001:2018 Lead Auditor Course in June 2021, IMS (ISO 9001:2015 & ISO 14001:2015) Lead Auditor Course, HCV & HCS Training in August 2022, MSPO 2530:2013 Lead Auditor Course in February 2019, , MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021.</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | | |
|---------------------------|---------------|---|
| | | <p>Aspect covered in this audit: During the assessment he covered on Legal requirements, complaint, and grievances, social, workers welfare and contractors.</p> <p>Language proficiency: Fluent in both verbal/written Bahasa Malaysia and English Language.</p> |
| Amir Bahari (AB) | Team Member | <p>Education: He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996.</p> <p>Work Experience: He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment, he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry.</p> <p>Training attended: ISO 9001, ISO 14001, OHSAS 18001 & also RSPO.</p> <p>Aspect covered in this audit: During the assessment he covered on traceability continuous improvement, environment, HCV and best practices.</p> <p>Language proficiency: Fluent in both verbal/written Bahasa Malaysia and English Language.</p> |
| Hanafi Shufaat@Mohd (HSM) | Team Member | <p>Education: He holds an Executive Master in Plantation Management from Asean E University and Diploma in Plantation Industry Management from Mara University of Technology.</p> <p>Work Experience: Has 17 years working experience at managerial level of oil palm in plantation industry in Malaysia and abroad. The last position was Senior Manager in Primula Gemilang Sdn Bhd, Sibul, Sarawak and responsible for 12,000 hectare of oil palm plantation.</p> <p>Training attended: Has successfully obtained competency of Quality Management system (ISO 9001:2015) and ISO Integrated Management system (ISO 9001:2015 and ISO 14001:2015) and MSPO SCCS auditor training in 2019 conducted by PSV Sdn Bhd. He has successfully obtained competency of Malaysia Sustainable Palm oil (MSPO) course for Malaysian Sustainable Palm Oil (MSPO).</p> <p>Aspect covered in this audit: During the assessment he covered on, occupational health and safety, GAP, training and best practices.</p> <p>Language proficiency: Fluent in both verbal/written Bahasa Malaysia and English Language.</p> |
| Mohd Sabre Salim (MSS) | Peer Reviewer | <p>Education: Master's in Business Administration (MBA) from UiTM in 2006 and Bachelor</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | | |
|---------------------------------|----------------------|--|
| | | <p>Science Agribusiness from UPM in 1986.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Plantation Manager with Hap Seng Plantation Berhad and currently as consultant, free-lance lecturer, and trainer at MDV Management Sdn Bhd. He has more than 50 MSPO report that has been reviewed.</p> <p>Training attended: He has completed Endorsed Lead Auditor Course and Endorsed MSPO Lead Auditor Course and MSPO Peer Review certificate by MPOCC. He has attended MSPO Peer Reviewer 1 - 2017 by MPOCC.</p> <p>Expertise: General management, leadership & financial management, occupational safety & health management, plantation (agriculture & agribusiness) management, Malaysian Sustainable Palm Oil (MSPO).</p> |
| <p>Dr. Suhaili Sahari (DSS)</p> | <p>Peer Reviewer</p> | <p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato’ Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended: He has attended MSPO Peer Reviewer Training 2 - 2017 by MPOCC.</p> <p>Expertise: General Management, Auditing, Environment and Plantation Management.</p> |

MSP0 Public Summary Report
Revision 2 (Nov 2021)

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 | (NHA) | (AB) | (HSM) |
|---|------------------|---|-------|------|-------|
| Sunday, 15/10/2023 | - | Travelling from Kuala Lumpur to Segamat. | √ | √ | √ |
| Monday, 16/10/2023 Labis Bahru Estate | 08:30 - 09:00 | Opening Meeting <ul style="list-style-type: none"> • Presentation by BSI Lead Auditor - introduction of team member and assessment agenda • Confirmation of assessment scope and finalizing audit scope | √ | √ | √ |
| | 09:00 - 12:30 | Estate assessment: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. | √ | √ | √ |
| | 12:30 - 13:30 | Lunch break | √ | √ | √ |
| | 13:30 - 16:30 | Continue: 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 | √ | √ | √ |
| | 16:30 - 17:00 | Interim closing meeting | √ | √ | √ |
| Tuesday, 17/10/2023 Labis Bahru Estate (NHA) & Palong | 09:00 - 12:30 | Estate assessment: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. | √ | √ | √ |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Date | Time | Subjects | (NHA) | (AB) | (HSM) |
|---|------------------|--|-------|------|-------|
| Estate (AB & HSM) | 10:00 - 12:00 | Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.) at Mill | √ | - | - |
| | 12:30 - 13:30 | Lunch break | √ | √ | √ |
| | 13:30 - 16:30 | 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 | √ | √ | √ |
| | 16:30 - 17:00 | Interim closing meeting | √ | √ | √ |
| Wednesday, 18/10/2023 Palong Estate (NHA & AB) & Palong Cocoa POM (HSM) | 09:00 - 12:30 | Continue: 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 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. | √ | √ | √ |
| | 12:30 - 13:30 | Lunch break | √ | √ | √ |
| | 13:30 - 16:30 | 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 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. | √ | √ | √ |
| | 16:30 - 17:00 | Interim closing meeting | √ | √ | √ |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Date | Time | Subjects | (NHA) | (AB) | (HSM) |
|--|------------------|---|--------------|-------------|--------------|
| Thursday, 19/10/2023 Palong Cocoa POM (NHA & AB) | 09:00 - 12:30 | 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. | √ | √ | - |
| | 12:30 - 13:30 | Lunch break | √ | √ | - |
| | 13:30 - 14.00 | 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. | √ | √ | - |
| | 14.00 - 15.00 | Assessment team discussion and preparation and 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 zero (0) Major & one (1) Minor nonconformities and one (1) OFI raised. The Palong Cocoa 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 below is the summary of the non-conformity raised during this assessment.

| Non-Conformity Report | | | |
|------------------------------------|--|---|------------------------------------|
| NCR Ref #: | 2407208-202310-N1 | Issue Date: | 19/10/2023 |
| Due Date: | Next Assessment | Date of Closure: | Open |
| Area/Process: | Palong Estate | Clause & Category: (Major / Minor) | MSPO 2530 Part 3: 4.5.5.1 Minor |
| Requirements: | 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: f) Where bore well is being use for water supply, the level of the ground water table should be measured at least annually. | | |
| Statement of Nonconformity: | Water Management Plan for Tube Well was not recorded. | | |
| Objective Evidence: | During site visit at Palong Estate (Kemedak Division), it was confirmed the availability of Tube Well at P11 Block 2 however, there is no water management plan prepared for tube well and there was no record of ground water table measurement being made by the estate. | | |
| Corrections: | Estate management has reviewed the Water Management Plan for the tube well. | | |
| Root cause analysis: | Lack of awareness regarding the requirements of the water management plan for the tube well, which has not been used yet but serves the purpose of addressing drought season situations. | | |
| Corrective Actions: | <ol style="list-style-type: none"> 1. Palong Estate will review the Water Management Plan for the tube well annually. 2. The compliance report will be reviewed quarterly to ensure inclusion of relevant | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | |
|-------------------------------|--|
| | requirements. |
| Assessment Conclusion: | The CAP is accepted, further verification will be conducted in the next audit. |

| Opportunity For Improvement | | | |
|------------------------------------|---|----------------|---------------------------|
| Ref: | 2407208-202310-I1 | Clause: | MSPO 2530 Part 3: 4.5.1.2 |
| Area/Process: | Palong Estate | | |
| Objective Evidence: | Palong Estate (Main Division) - There were traces of spillages in the fertilizer store during a site visit on 17/10/2023. The estate to enhance effort in managing such occurrences with prevention measures to avoid any environmental issues. | | |

| Noteworthy Positive Comments | |
|-------------------------------------|---|
| 1. | Good relationship being maintained with surrounding communities and stakeholders. |
| 2. | Good commitment from the management on maintaining the certification. |
| 3. | Good all-in round knowledge in handling the audit. |

3.3 Status of Nonconformities Previously Identified and OFI

| Non-Conformity Report | | | |
|------------------------------------|---|---|---------------------------------------|
| NCR Ref #: | 2263250-202210-M1 | Issue Date: | 20/10/2022 |
| Due Date: | 19/01/2023 | Date of Closure: | 16/01/2023 |
| Area/Process: | Palong Estate & Sepang Loi Estate | Clause & Category: (Major / Minor) | MSPO 2530 Part 3: 4.4.4.2(d)(e) Major |
| Requirements: | d) The occupational safety and health plan shall cover the following: 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. | | |
| Statement of Nonconformity: | Implementation of PPE usage and Handling of chemical procedures were not fully demonstrated. | | |
| Objective Evidence: | During site visit ang Palong Estate Main Division and Sepang Loi Division, the following evidence were observed: 1. Field P12/02 Circle Spraying Operation using CKS Pump and Mist Blower, it was found two workers who handle mist blower were not wearing earplug as their PPE. It was not in line with "Prosedur Panduan Kerja Selamat – Penyemburan Meracun Mist Blower, Reference No: KULIM/PKS-OSH-1 dated 01/03/2021 Section 3.1.7 Semasa (i) Memakai alat keselamatan (PPE) yang lengkap iaitu sarung tangan getah, gogel, penutup hidung, kasut but, apron, topi dan "ear | | |

MSP0 Public Summary Report
Revision 2 (Nov 2021)

| | |
|--------------------------------------|--|
| | <p>plug” semasa menjalankan kerja-kerja meracun.</p> <ol style="list-style-type: none"> Field P07/01, Harvesting Operation, it was noticed that 2 Mechanical Buffalo (MB) Driver were wearing rubber shoes instead of safety shoes. Other than that, visit at Sepang Loi Division, Field P00/01, it was found that Tractor Kubota Driver was wearing Wellington Boots instead of safety shoes. It was not in line with “Prosedur Panduan Kerja Selamat – (6) Pemanduan Badang/Mechanical Buffalo (MB), Reference No: KULIM/PKS-OSH-1 dated 01/03/2021 Section 6.1.4, PPE (i) Topi Keselamatan, (ii) Kasut Keselamatan, (iii) Baju Pantul Cahaya, (iv) Cermin Mata keselamatan. And (b) Pemanduan Traktor Section 8.1.4 PPE (i) Topi Keselamatan, (ii) Kasut Keselamatan, (iii) Baju Pantul Cahaya, (iv) Cermin Mata keselamatan. Field P12/02, Circle Spraying Operation using CKS Pump and Mist Blower, Premix Chemical Supersate and Kelly was used. However, there were no SDS and Clean Water provided at the field for emergency purpose. It was not in line with “Prosedur Panduan Kerja Selamat – Meracun, Reference No: KULIM/PKS-OSH-1 dated 01/03/2021 Section 2.1.6 (iii) Mandur perlu sentiasa membawa peti pertolongan cemas dan Salinan SDS untuk kegunaan kecemasan and 3.1.6(viii) Pekerja Meracun di kehendaki membawa bersama sabun dan air bersih untuk kegunaan mencuci jika terkena racun. Kontainer yang digunakan hendaklah bertanda Air Bersih”. |
| <p>Corrections:</p> | <ol style="list-style-type: none"> Refresher training on safety spraying had been conducted which includes briefing on the importance of wearing personal protective equipment (PPE) and ‘Prosedur Panduan Kerja Selamat’ before and after spraying activity. Refresher training on ‘Prosedur Panduan Kerja Selamat’ pemanduan badang/tractor to all respective drives had been conducted on 21/10/2022. The training was included briefing on the importance of wearing personal protective equipment (PPE) and ‘Prosedur Panduan Kerja Selamat’ for respective vehicle drivers. Estate management had brief the mandore for the respective gang on requirement to bring a copy of SDS for respective chemical and Clean Water during spraying activities. Estate management has conducted refresher training for mandore as per requirement. |
| <p>Root cause analysis:</p> | <ol style="list-style-type: none"> Lack of monitoring by estate management on wearing PPE and inadequate of training on the importance of PPE usage among the sprayers. Lack of monitoring by estate management on wearing rubber shoes for Mechanical Buffalo (MB) Driver Tractor and Kubota Driver. Inadequate of training on the importance of PPE usage among the harvesters. |
| <p>Corrective Actions:</p> | <ol style="list-style-type: none"> Refresher training will be conducted in every 3 months interval for all workers as per training plan. Random weekly inspection by field staff in estate during working hours, and the respective workers without appropriate PPE will not be allowed to work as per checklist. The respective reluctant workers will be recorded to monitor their PPE usage compliance. |
| <p>Assessment Conclusion:</p> | <p>The correction and CAP have been accepted. Evidence submitted was verified and found to be sufficient to close the NC on 16/01/2022. Continuous implementation will be further verified in the next assessment.</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | |
|-------------------------------|--|
| Verification Statement | <p>From the visit 2 business unit Labis Bahru and Palong Estate, verified the refresher training plan as per in the corrective actions for the previous NC has been implemented.</p> <p>During site visit and interview session with harvesting gang at block P98 block 2, spraying gang at block P99 block 4, Labis Bahru Estate, harvesting at gang block P04 block 3, manuring gang at P12 block 6, Palong Estate, verified from each gang of the activities, the PPE wearing are as per in the SOP. For spraying gang verified the mandore has bring the SDS for Supershate 41 and G Met chemical in Labis Bahru Estate and also SDS for MOP fertilizer.</p> <p>From the sample check Palong Estate, the weekly inspection check by field staff on the PPE wearing during working hours also been implemented. Thus, major NC was remained closed.</p> |
|-------------------------------|--|

| Non-Conformity Report | | | |
|------------------------------------|---|---|-------------------------------------|
| NCR Ref #: | 2263250-202210-N1 | Issue Date: | 20/10/2022 |
| Due Date: | 19/10/2023 | Date of Closure: | 19/10/2023 |
| Area/Process: | Palong Cocoa Palm Oil Mill | Clause & Category: (Major / Minor) | MSPO 2530 Part 4: 4.4.4.2 (a) Minor |
| Requirements: | The occupational safety and health plan should cover the following: a) A safety and health policy, which is communicated and implemented. | | |
| Statement of Nonconformity: | The Safety and health procedure was not fully implemented. | | |
| Objective Evidence: | During site visit at CPO despatch station, it was noticed that 1 Tanker driver with registration number JLR8698, climb up the tanker without wearing safety harness and safety shoes. Based on the interview with operator there, the unsafe act was done by the driver himself and refuse to follow normal safe work procedure. Based on interview, Normal practice was the Lab Operator will climb up the tanker with complete PPE for CPO filling process. It was not in line with SOP Pengisian CPO Dan Kernel (Makmal) PPPOM/SWP/13 dated 05/03/2020 Section 4 (a) Pekerja Makmal yang telah lengkap memakai PPE akan menurunkan jambatan yang menghubungkan tanker dan platform. Pemandu akan berada di platform yang di sediakan semasa kerja pengisian minyak di lakukan, and Section 6. PPE a) Topi Keselamatan, b) Kasut Keselamatan, c) Safety Harness and d) Sarung Tangan. | | |
| Corrections: | <ol style="list-style-type: none"> Estate management had briefed the CPO Tanker driver and Lab operator on SOP Pengisian CPO Dan Kernel and strict enforcement will be done on daily basis. The training was included briefing on the SOP Pengisian CPO Dan Kernel (Makmal) lakukan, and Section 6. PPE a) Topi Keselamatan, b) Kasut Keselamatan, c) Safety Harness and d) Sarung Tangan respective vehicle drivers | | |
| Root cause analysis: | <ol style="list-style-type: none"> Inadequate enforcement by mill management on safety on working at height. Inadequate awareness by Lab operators on PPE usage during CPO filing process. | | |
| Corrective Actions: | HIRARC for working at height, CPO despatch and CPO filling process had been updated on 30/11/2022. | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | |
|-------------------------------|--|
| Assessment Conclusion: | The CAP is accepted, further verification will be done in the next audit. |
| Verification Statement | <p>During site visit to Palong Cocoa Palm Oil Mill, verified the HIRARC for working at height, CPO despatch and CPO filling has been updated on 30/11/2023. The HIRARC was review lead by the Assistant Mill Engineer, assist by 5 accessors from mill staffs,</p> <ul style="list-style-type: none"> • Engine Driver • Mill Supervisor 1 • Mill Supervisor 2 • Chargeman • Grading Supervisor <p>The new HIRARC was include "Safety Harness" as a part of the PPE during the work activity. The HIRARC also been review on 27/03/2023 and approved and signed by the Mill Manager.</p> <p>From the observation during site audit on the current progress of work for CPO filling for tanker number BGS 6927, verified the sample boy/lab operator are suit up with proper</p> <ul style="list-style-type: none"> • Safety Helmet • Safety shoes • Safety Harness • Safety Glove (Leather) <p>Thus, Minor NC was effectively closed on 19/10/2023</p> |

| Non-Conformity Report | | | |
|------------------------------------|--|---|------------------------------------|
| NCR Ref #: | 2263250-202210-N2 | Issue Date: | 20/10/2022 |
| Due Date: | 19/10/2023 | Date of Closure: | 19/10/2023 |
| Area/Process: | Palong Cocoa Palm Oil Mill | Clause & Category: (Major / Minor) | MSPO 2530 Part 4: 4.6.3.2 Minor |
| Requirements: | All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. | | |
| Statement of Nonconformity: | The payment to the contractor was not made according with the agreed timeline. | | |
| Objective Evidence: | During document review, it was noticed that payment made for the contractor (Kluang Practical Engineering, Date: 26/06/2022) were lapse by 9 days against the agreed timeline payment terms. Latest payment: Invoice No: 2209007 dated 13/09/2022, PV No: 22000883 dated 23/10/2022 (Term of payment: 30 days after issuance of Invoice). It was not according to Contract No: MPSB/C1/41/6(2022) dated 26/06/2022 Section 6.0 Term of Payment: MPSB Agrees to pay the company by progress payment in consideration of the company's undertaking of the said contract within thirty (30) days from the date of receipt of the undisputed invoices supported with the relevant and incidental documentary evidence that has been certified as completed and satisfactory by the Superintending Officer. | | |
| Corrections: | Mill management will notify to CFD on each due date of the payment shall be made to contractor. Mill Management will ensure all data of respective contractor is send to CFD within 1 week on each instalment period. | | |

MSP0 Public Summary Report
Revision 2 (Nov 2021)

| | |
|-------------------------------|--|
| Root cause analysis: | Lack of monitoring and follow up with regards to process of remittance for contractor payment. |
| Corrective Actions: | To discuss with Procurement department on this issue on payment terms duration. |
| Assessment Conclusion: | The CAP is accepted, further verification will be conducted in the next audit. |
| Verification Statement | <p>Refer correspondence email between Head of department Sustainability with Head of finance department dated 06/12/2022 until 13/12/2022. Stated in the email the payment duration from 30 days have been revised to 45 days.</p> <p>Sample 1 Contractor: Yexxxx Entexxxxxx Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Invoice date: 31/08/2023 Reference: YT23XX-000XX Payment date: 25/09/2023</p> <p>Sample 2 Contractor: Txx Txxx Kxxx Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Invoice date: 31/08/2023 Reference: TV23XX00XX Payment date: 24/09/2023</p> <p>Thus, Minor NC was effectively closed on 19/10/2023.</p> |

| Opportunity For Improvement | | | |
|------------------------------------|-----|----------------|-------------------|
| Ref: | N/A | Clause: | MSP0 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) |
|-------------------|-----------------------------------|-------------|-------------------------|
| 2407208-202310-N1 | 4.5.5.1 Part 3 Minor | 19/10/2023 | Open |

3.5 Issues Raised by Stakeholders

| IS # | Description |
|----------|--|
| 1 | <p>Issues: School's Representative (SK Kemedak & SK Melayu Raya)</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| | |
|----------|--|
| | <p>They informed that they have good relationship with the management. Assistance was provided by the management whenever requested. Donation has been made by the management upon request.</p> <p>Management Responses: Management will continue to maintain good relationship with the stakeholders.</p> <p>Audit Team Findings: No further issue.</p> |
| 2 | <p>Issues: Contractors (LX EXXXXXXXXXX, SXXXXXXXX EXXXXXXX, & NXXX BXXXXX EXXXXXX) Contractors has been given training related MSPO. Monitoring on implementation of Safety and Health elements has been made. They informed that the payment was made promptly. They are aware of the complaint procedure and so far, they have no issue with the management. There is no complaint recorded.</p> <p>Management Responses: The management will ensure the payment will be made accordingly.</p> <p>Audit Team Findings: No other issue.</p> |
| 3 | <p>Issues: Workers' Representatives Awareness on MSPO was in order. Workers has been provided a training related their job task. The workers are satisfied with the management, and they informed that their wages have achieved Minimum Wage Order 2022. They are aware of the complaint procedure. No discrimination from the management. Gender Committee Representatives WOW committee has been established in order to discuss any matters related female gender. No sexual harassment or violence case reported during the time of assessment. They are aware of the function of the committee and informed that no discrimination from the management regardless of gender.</p> <p>Management Responses: The management will ensure comply to legal requirements and respect all the workers without discrimination.</p> <p>Audit Team Findings: No other issue.</p> |
| 4 | <p>Issues: Government Agencies (Jabatan Tenaga Kerja) Interview has been made with JTK to get clear understanding on new regulation that coming into force. As document verification on the payslip and workers agreement, there is no issue found by JTK. JTK have good relationship with Palong Cocoa POM certification units.</p> <p>Management Responses: The management will ensure comply to legal requirements related labour Act and continue on good relationship with JTK.</p> <p>Audit Team Findings: No other issue.</p> |
| 5 | <p>Issues:</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)



| | |
|-----------------|--|
| | <p>Workers' Representatives The workers are satisfied with the management, and they informed that their wages have achieved Minimum Wage Order 2020. They are aware of the complaint procedure. No discrimination from the management.</p> <p>Gender Committee Representatives No sexual harassment or violence case reported during the time of assessment. They are aware of the function of the committee and informed that no discrimination from the management regardless of gender.</p> <p>NUPW Representative Management has supported the employee who want to join Union. Meeting has been conducted and any matters that required management involvement has been discussed. There is no restriction to employee to join Union.</p> <p>Management Responses: The management will ensure comply to legal requirements and respect all the workers without discrimination.</p> <p>Audit Team Findings: No other issue.</p> |
| <p>6</p> | <p>Issues: Villagers Representative (JPKK Kampung Melayu Raya & JPKK Kampung Sepang Loi) Community has good relationship with estates and mill. Donation and assistance have been given especially during flood season. Based on interview confirmed that there is no issue on land dispute. Stakeholders meeting was conducted in order to have two-way communication between mill and estate with community.</p> <p>Management Responses: The management will ensure good relationship maintained between both parties.</p> <p>Audit Team Findings: No other issue.</p> |
| <p>7</p> | <p>Issues: Neighbouring Estate & Mill (PPNJ Bukit Bujang Mill and PPNJ Bukit Bujang Estate) There is no issue on land dispute between neighbouring estate and mill. Management of PPNJ haven good relationship with Johor Plantations Berhad. They got assistance by Mill on the issue of weightage calibration using Mill Weighbridge for reconciliation.</p> <p>Management Responses: The management will ensure good relationship maintained between both parties.</p> <p>Audit Team Findings: No other issue.</p> |
| <p>8</p> | <p>Issues: Canteen and Grocery Shop Acceptable rent has been charged to them. Owner has complied all related requirement such as Permit and necessary matters. Price has been displayed at their shop and the difference with outside provider was acceptable. There is no complaint recorded to the management. Awareness on MSPO was acceptable.</p> |

| | |
|--|---|
| | <p>Management Responses: The management will ensure good relationship maintained between both parties.</p> |
| | <p>Audit Team Findings: No other issue.</p> |

3.6 List of Stakeholders Contacted

| | |
|---|---|
| <p>Government Officer: Jabatan Tenaga Kerja SK Kemedak SK Melayu Raya</p> | <p>Community/neighbouring village: JPKK Kampung Melayu Raya JPKK Kampung Sepang Loi PPNJ Bukit Bujang Estate PPNJ Bukit Bujang POM</p> |
| <p>Suppliers/Contractors/Vendors: LX EXXXXXXXXXX SXXXXXXXX EXXXXXXXXXX NXXX BXXXXX EXXXXXXXXXX</p> | <p>Worker’s Representative/Gender Committee: Workers Representative Gender Committee Representative NUPW Representative</p> |

Section 4: Assessment Conclusion and Recommendation

| Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings | |
|---|--|
| <p>Based on the findings during the assessment <i>Johor Plantations Berhad – Palong Cocoa POM</i> Certification Unit complies with the <i>MS 2530-3:2013</i> and <i>MS 2530-4:2013</i>. It is recommended that the certification of <i>Johor Plantations Berhad – Palong Cocoa POM</i> Certification Unit is continued.</p> | |
| Acknowledgement of Assessment Findings | Report Prepared by |
| <p>Name: WAN ADLIN WAN MAHMOOD</p> | <p>Name: NOR HALIS ABU ZAR</p> |
| <p>Company name: JOHOR PLANTATIONS BERHAD</p> | <p>Company name: BSI SERVICES MALAYSIA SDN BHD</p> |
| <p>Title: GENERAL MANAGER</p> | <p>Title: CLIENT MANAGER</p> |
| <p>Signature: </p> | <p>Signature: </p> |
| <p>Date: 26/11/2023</p> | <p>Date: 06/11/2023</p> |

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 - | Policy for the implementation of MSPO has been established. Refer https://johorplantations.com/wp-content/uploads/2023/09/MSPO-policy.pdf Mentioned in the policy that the management is committed to implement all the requirement set out by the Malaysian Sustainable Palm Oil (MSPO) and cover all the element required. Policy briefing has been conducted: Labis Bharu Estate: 12/01/2023 Palong Estate: 07/07/2023 | Complied |
| 4.1.1.2 | The policy shall also emphasize commitment to continual improvement. - Major compliance - | Mentioned also in the policy that the management of Johor Plantations Berhad is committed to achieve balance between people, planet and profit in all management decision and operation through continual program in line with the commitment to produce sustainable palm oil products. | 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. | Internal audit procedure has been established in the document title "Internal audit" document number SQD/SMS/3.2 dated 01/08/2020 issuance number 01. Stated in the procedure that the internal audit | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| | - Major compliance - | was planned to be conducted at the frequency at least once within 12 months (before the expiry of the certificate). There is evidence that the internal audit has been conducted on annual basis. Notification for internal audit has been distributed to all operating units prior to the audit. Refer letter dated 31/05/2023 with reference number SID/SD/ADMIN/015/25: RSPO, MSPO, ISCC Internal Audit Schedule – Full Audit Certification by SID Dept 2023 | |
| 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 procedure has been established in the document title "Internal audit" document number SQD/SMS/3.2 dated 01/08/2020 issuance number 01. The outcome of the audits has been compiled in the document title "Internal audit, non-conformance report". The audit results were signed accepted by the estate manager. There is evidence of the internal audit checklist which listed has list down of document requirement and status of each indicator for each operating unit and has been verified by the auditor. Internal Audit has been conducted as below: Labis Bahru Estate: 14/09/2023 = 2 NC Palong Estate: 12/09/2023 = No Findings Identification of root cause, Correction and Corrective action has been recorded for the NC Raised. All issue has been closed accordingly. | Complied |
| 4.1.2.3 | Report shall be made available to the management for their review. - Major compliance - | There is evidence of the internal audit checklist which listed has list down of document requirement and status of each indicator for each operating unit and has been verified by the auditor. The outcome of the audits has been compiled in the document title "Internal audit, non-conformance report". The audit results have been signed accepted by the estate manager. | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|---|---|------------|
| Criterion 4.1.3 – Management Review | | | |
| 4.1.3.1 | <p>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.</p> <p>- Major compliance -</p> | <p>The management of Johor Plantations Berhad has established internal procedure for management review and has been document in the document number SQD/SMS/3.1 dated 01/08/2020 title "Management review". Mentioned in the procedure that management review needs to be conducted at least once a year. Management review meeting was conducted as below:</p> <p>Labis Bahru Estate: 15/09/2023 Palong Estate: 23/09/2023</p> <p>Issues that have been discussed during the management review were:</p> <ol style="list-style-type: none"> 1. Chairman remarks 2. Follow up actions from management review 3. Process performance and product conformity 4. Customer feedback 5. Changes that could affect management system 6. Result of internal audit 7. Results of external audit 8. Continuous improvement plan 9. Complaint and grievances 10. Updates and Other matters | Complied |
| Criterion 4.1.4 – Continual Improvement | | | |
| 4.1.4.1 | The action plan for continual improvement shall be based on | Both the 2 estates have established continual improvement plan | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---------|---------------------|---|---------------|--|---|--------|---|---|---------------|---|---|--------------|--|---|--------------|---|--|----------|----------------------------------|---|------------|--|---|------------|--|---|------------|---|---|-----------|--|--|----------|-----------------------------|--|--|--|--|
| <p>consideration of the main social and environmental impact and opportunities of the company.</p> <p>- Major compliance -</p> | <p>revised dated 30/04/2023 upon consideration of the social, operations and environmental impacts. Among other efforts are:</p> <table border="1" data-bbox="1048 502 1868 1008"> <thead> <tr> <th></th> <th>Program</th> <th>Action /Initiatives</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>OSH Practices</td> <td>Safety Signage - Installation pro base road Workstation - Repainting floor and bind Workshop - Repainting wall</td> </tr> <tr> <td>2</td> <td>Social</td> <td>Housing - Repaint workers houses 20 units Upgrade surau Repair drainage at workers quarters</td> </tr> <tr> <td>3</td> <td>Environmental</td> <td>Biodiversity - Replace signage at hot spot IPM - Beneficial planting at P12 Erosion control - Sand bag installation at bridge P12</td> </tr> <tr> <td>4</td> <td>Labour ratio</td> <td>Expansion of in-field FFB collection - grabber Expand mechanization in manuring</td> </tr> <tr> <td>5</td> <td>Productivity</td> <td>Fixing new culvert Purchase 3-unit grabber</td> </tr> </tbody> </table> <p>Details of expenditure are provided in respective estates under both CAPEX/OPEX. Inclusive are projects for improvement as described below among others.</p> <table border="1" data-bbox="1057 1120 1868 1324"> <thead> <tr> <th></th> <th>Sections</th> <th>Description - Labis Bahru Estate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Facilities</td> <td>Refurbishment workers Q - RM495 - 2023</td> </tr> <tr> <td>2</td> <td>Facilities</td> <td>1 New surau toilet women - RM9.5K - 2023</td> </tr> <tr> <td>3</td> <td>Facilities</td> <td>Probase road 1 km housing complex - RM 88K - 2023</td> </tr> <tr> <td>4</td> <td>Operation</td> <td>Water gate - replanting P 23 - RM60K -2023</td> </tr> </tbody> </table> <table border="1" data-bbox="1057 1353 1868 1385"> <thead> <tr> <th></th> <th>Sections</th> <th>Description - Palong Estate</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> | | Program | Action /Initiatives | 1 | OSH Practices | Safety Signage - Installation pro base road Workstation - Repainting floor and bind Workshop - Repainting wall | 2 | Social | Housing - Repaint workers houses 20 units Upgrade surau Repair drainage at workers quarters | 3 | Environmental | Biodiversity - Replace signage at hot spot IPM - Beneficial planting at P12 Erosion control - Sand bag installation at bridge P12 | 4 | Labour ratio | Expansion of in-field FFB collection - grabber Expand mechanization in manuring | 5 | Productivity | Fixing new culvert Purchase 3-unit grabber | | Sections | Description - Labis Bahru Estate | 1 | Facilities | Refurbishment workers Q - RM495 - 2023 | 2 | Facilities | 1 New surau toilet women - RM9.5K - 2023 | 3 | Facilities | Probase road 1 km housing complex - RM 88K - 2023 | 4 | Operation | Water gate - replanting P 23 - RM60K -2023 | | Sections | Description - Palong Estate | | | | |
| | Program | Action /Initiatives | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | OSH Practices | Safety Signage - Installation pro base road Workstation - Repainting floor and bind Workshop - Repainting wall | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Social | Housing - Repaint workers houses 20 units Upgrade surau Repair drainage at workers quarters | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Environmental | Biodiversity - Replace signage at hot spot IPM - Beneficial planting at P12 Erosion control - Sand bag installation at bridge P12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Labour ratio | Expansion of in-field FFB collection - grabber Expand mechanization in manuring | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Productivity | Fixing new culvert Purchase 3-unit grabber | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Sections | Description - Labis Bahru Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Facilities | Refurbishment workers Q - RM495 - 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Facilities | 1 New surau toilet women - RM9.5K - 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Facilities | Probase road 1 km housing complex - RM 88K - 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Operation | Water gate - replanting P 23 - RM60K -2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Sections | Description - Palong Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance |
|--|--|---|---|------------|
| | | 1 | Facilities 1 new toilet - RM20.5K - 2023 | |
| | | 2 | Facilities Replace asbestos ceiling 10 units WQ - RM207K - 2023 | |
| | | 3 | Facilities Replace ceiling 10 units WQ - RM141K - 2023 | |
| | | 4 | Facilities Probosc Road 0.5 km RM40K - 2023 | |
| | | 5 | Operation New machine 2 units c/w grabber - RM220 - 2023 | |
| 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 - | <p>This is being made upon confirmation of any new projects. Employees were briefed of any new development in basic understanding during the weekly briefings.</p> <p>a) The management team will be informed of such development during the monthly management meetings.</p> <p>b) Dissemination of information by the RC and Head Office transacted during the monthly Managers meetings and emails.</p> <p>c) The management continuously reviewed the estates performance and work method for a continual improvement to achieve better results yield and costings.</p> | | 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 - | Where introduction of new machines and new work method, all level of employees will be trained to handle /implement the new techniques and work changes. Monitoring is made by the Estate Managers and Assistants throughout the on-the-job training and familiarization. The issue being included in the estates monthly meeting. | | 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 | Procedure for Transparency has been established. Refer | | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|--|-----------------|
| <p>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.</p> <p>- Major compliance -</p> | <p>Transparency Procedure with reference number SQD/SMS/1.0 dated 01/08/2020. The management has conducted the stakeholder meeting for external stakeholder. The meeting was invited such as contractor, supplier, primary school, smallholder and NGO for communicate and discussion any issue related on the MSPO and RSPO. There is positive feedback from the stakeholder meeting. A combine stakeholder meeting for Palong Complex (Northern Region) was conducted on 09/10/2023 through physical meet at VIP Hotel, Segamat. The stakeholders that involved such as government authorities, contractors, suppliers, neighboring plantations, and local communities. Sighted minutes of meeting, attendance and photos.</p> | |
| <p>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.</p> <p>- Major compliance -</p> | <p>Refer Transparency Procedure with reference number SQD/SMS/1.0 dated 01/08/2020. Stated in the Section 4.0 This procedure will be in place to ensure that all relevant documents are available and kept up to date with regards to transparency. This will further identify all relevant information to be made available to demonstrate transparency. This documentation will be available in appropriate languages i.e. English and Bahasa Malaysia The operating units and respective department will ensure that the following documents are available if requested and they do not impinge on confidentiality and will not cause detrimental Sustainability or social outcomes.</p> <p>The management has display documents for public information and notification. There were sighted the some of document display at notice board for public information. Any stakeholder also can get information by reviewing the public documents.</p> <p>It was sighted the following evidence displayed on the notice board: an OSH Management Plan, an Environment Management Plan, a Social Management Plan, a Company Policy, a Complaint Form, and a</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|--|------------|
| | | <p>Complaint Procedure.</p> <p>Listed all the document/information that can be requested by the interested parties but not limited to such as:</p> <ul style="list-style-type: none"> a. Land title/ user rights b. Occupational safety and health plan c. HCV documentation d. Detail of complaint or grievances. e. Details of complaints or grievances f. Continuous improvement plan g. HCS documentation | |
| Criterion 4.2.2 – Transparent method of communication and consultation | | | |
| 4.2.2.1 | <p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p> | <p>Procedure for consultation and communication has been established. Refer Consultation and Communication Procedure with Doc. No.: SQD/SMS/1.1 dated 01/08/2020 to ensure management has an open and transparent communication methods with local communities and other internal & external stakeholders. Modes of the communication are such as muster, meetings, campaigns, suggestion boxes, letter, email, social media, face to face communication and etc.</p> | Complied |
| 4.2.2.2 | <p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p> <p>- Minor compliance -</p> | <p>Assistant Manager for Labis Bharu Estate and Palong Estate has been appointed as Social Person In-charge and appointment letter dated January 2023 was sighted.</p> | Complied |
| 4.2.2.3 | <p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> | <p>List of stakeholders has been established. Updated on list has been made on 15/10/2023 for Labis Bahru Estate and 30/09/2023 at Palong Estate. Listing has been included has included Government Department, Buyers Company, Association, Union, Corporation,</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---------------------------------------|--|---|------------|
| | - Major compliance - | Contractors, Suppliers, Service company, Utilities company, Shopkeepers, Hospital / Clinic, Bank Institution, Courier services, school, Inter estate, other community. A combine stakeholder meeting for Palong Complex (Northern Region) was conducted on 09/10/2023 through physical meet at VIP Hotel, Segamat. The stakeholders that involved such as government authorities, contractors, suppliers, neighboring plantations, and local communities. Sighted minutes of meeting, attendance and photos. There is no issue raised during the stakeholder meeting session. | |
| 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 has been established with ref no SQD/SMS/2.1, dated 17/02/2022, issue 1, rev.06. Therein describing information of; a) Person in charge is the respective Estate Managers at time of tenure appointed via letter dated 08/09/2023 issued by the Head of Sustainability and Innovation Division. b) FFB flow chart from estate harvesting designated block to mill weighbridge (tickets). The mill processing records the total FFB processed for the day and the storage tank no being stored. The records include opening FFB balances in ramp and cages plus the FFB intake from the estates for the day less the closing FFB balances will provide the total processed. | Complied |
| 4.2.3.2 | The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance - | The estates maintained daily production records as described in 4.2.3.1 above in compliance to the procedure FFB flow chart from estate harvesting designated block to mill weighbridge (tickets). The mill processing records the total FFB processed for the day and the storage tank no being stored. The records include opening FFB balances in ramp and cages plus the FFB intake from the estates for | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|---|--------------------|--------|------------|-------|--|--|--|--|------|-----|------|--------|------------|------|---|---------|-------|-----|--------|---------|-------|---|---------|-------|-----|--------|---------|-------|---|---------|-------|-----|--------|---------|-------|---|---------|-------|-----|--------|---------|-------|---|---------|-------|-----|--------|---------|-------|----------|
| | | the day less the closing FFB balances will provide the total processed. All records are maintained in both estates and mill and summarized monthly/yearly for YPH and performance. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.2.3.3 | The management should identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance - | The Managers of respective estates were appointed via letter dated 08/09/2023 issued by the Head of Sustainability and Innovation Division as the PIC for traceability. The appointment letters were sighted and verified. | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.2.3.4 | Records of sales, delivery or transportation of FFB shall be maintained. - Major compliance - | <p>The FFB weighbridge ticket/despatch notes are produced for all transaction to the mill. The set of document consists of the following information.</p> <p>a) Weighbridge ticket</p> <ul style="list-style-type: none"> - Date / D/O no / Quantity / w/bridge operator name - Total Bunches / Quality / field no <p>b) Despatch chit</p> <ul style="list-style-type: none"> - Serial no / field no / no of bunches / tractor no. <p>c) Delivery Note</p> <ul style="list-style-type: none"> - Date/ weight / w/bridge operator / MPOB licence no. <p>d) Grading report for the FFB consignment if any</p> <table border="1" data-bbox="1093 1118 1845 1358"> <thead> <tr> <th colspan="7">Labis Bahru Estate</th> </tr> <tr> <th></th> <th>Date</th> <th>D/O</th> <th>Type</th> <th>Qty/mt</th> <th>Vehicle No</th> <th>Mill</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>06/9/23</td> <td>79746</td> <td>FFB</td> <td>30.810</td> <td>BEB8419</td> <td>PCPOM</td> </tr> <tr> <td>2</td> <td>22/8/23</td> <td>79705</td> <td>FFB</td> <td>36.550</td> <td>BEB8419</td> <td>PCPOM</td> </tr> <tr> <td>3</td> <td>26/8/23</td> <td>79713</td> <td>FFB</td> <td>35.610</td> <td>BEB8419</td> <td>PCPOM</td> </tr> <tr> <td>4</td> <td>31/7/23</td> <td>79636</td> <td>FFB</td> <td>35.480</td> <td>BEB8419</td> <td>PCPOM</td> </tr> <tr> <td>5</td> <td>03/7/23</td> <td>79566</td> <td>FFB</td> <td>34/090</td> <td>BEB8419</td> <td>PCPOM</td> </tr> </tbody> </table> | Labis Bahru Estate | | | | | | | | Date | D/O | Type | Qty/mt | Vehicle No | Mill | 1 | 06/9/23 | 79746 | FFB | 30.810 | BEB8419 | PCPOM | 2 | 22/8/23 | 79705 | FFB | 36.550 | BEB8419 | PCPOM | 3 | 26/8/23 | 79713 | FFB | 35.610 | BEB8419 | PCPOM | 4 | 31/7/23 | 79636 | FFB | 35.480 | BEB8419 | PCPOM | 5 | 03/7/23 | 79566 | FFB | 34/090 | BEB8419 | PCPOM | Complied |
| Labis Bahru Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | D/O | Type | Qty/mt | Vehicle No | Mill | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 06/9/23 | 79746 | FFB | 30.810 | BEB8419 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 22/8/23 | 79705 | FFB | 36.550 | BEB8419 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 26/8/23 | 79713 | FFB | 35.610 | BEB8419 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 31/7/23 | 79636 | FFB | 35.480 | BEB8419 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 03/7/23 | 79566 | FFB | 34/090 | BEB8419 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|------|--------|------------|-------|---------------|--|--|--|--|--|--|--|------|-----|------|--------|------------|------|---|---------|-------|-----|--------|--------|-------|---|---------|-------|-----|--------|--------|-------|---|---------|-------|-----|--------|--------|-------|---|---------|-------|-----|-------|--------|-------|---|---------|-------|-----|--------|--------|-------|--|
| | | <table border="1"> <thead> <tr> <th colspan="7">Palong Estate</th> </tr> <tr> <th></th> <th>Date</th> <th>D/O</th> <th>Type</th> <th>Qty/mt</th> <th>Vehicle No</th> <th>Mill</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>29/3/23</td> <td>06606</td> <td>FFB</td> <td>10.970</td> <td>LP 014</td> <td>PCPOM</td> </tr> <tr> <td>2</td> <td>03/6/23</td> <td>07107</td> <td>FFB</td> <td>12.900</td> <td>LP 014</td> <td>PCPOM</td> </tr> <tr> <td>3</td> <td>16/9/23</td> <td>70401</td> <td>FFB</td> <td>10.770</td> <td>LP 014</td> <td>PCPOM</td> </tr> <tr> <td>4</td> <td>26/8/23</td> <td>70055</td> <td>FFB</td> <td>9.530</td> <td>LP 014</td> <td>PCPOM</td> </tr> <tr> <td>5</td> <td>8/10/23</td> <td>70739</td> <td>FFB</td> <td>10.669</td> <td>LP 014</td> <td>PCPOM</td> </tr> </tbody> </table> | | | | | Palong Estate | | | | | | | | Date | D/O | Type | Qty/mt | Vehicle No | Mill | 1 | 29/3/23 | 06606 | FFB | 10.970 | LP 014 | PCPOM | 2 | 03/6/23 | 07107 | FFB | 12.900 | LP 014 | PCPOM | 3 | 16/9/23 | 70401 | FFB | 10.770 | LP 014 | PCPOM | 4 | 26/8/23 | 70055 | FFB | 9.530 | LP 014 | PCPOM | 5 | 8/10/23 | 70739 | FFB | 10.669 | LP 014 | PCPOM | |
| Palong Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | D/O | Type | Qty/mt | Vehicle No | Mill | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 29/3/23 | 06606 | FFB | 10.970 | LP 014 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 03/6/23 | 07107 | FFB | 12.900 | LP 014 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 16/9/23 | 70401 | FFB | 10.770 | LP 014 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 26/8/23 | 70055 | FFB | 9.530 | LP 014 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 8/10/23 | 70739 | FFB | 10.669 | LP 014 | PCPOM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3 Principle 3: Compliance to legal requirements | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.3.1 – Regulatory requirements | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3.1.1 | <p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p> | <p>Estates has documented all Licence, permit and applicable Law and Regulations to ensure compliance towards all applicable local, national and ratified international laws and regulations. The compliances is guided by the document Sustainable Management System; Compliance To Legal Requirement; Document Number: SQD/SMS/2.0; Document Date: 01/08/2020; Issue: 01.</p> <p>Among permit and license sampled were:</p> <p><u>Labis Bahru Estate</u></p> <ol style="list-style-type: none"> 1. MPOB Licence # 621313002000 valid from 12/09/2023 until 30/09/2023 2. Diesel Licence #JH(SGT)0286/22 PSK valid from 19/09/2023 until 30/11/2025 3. Deduction Permit for Khairat #PP3/29/051/2009 dated 12/09/2023 4. Deduction permit for Masjid/Surau/Masyarakat/Sukan | | | | | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|-----------------|
| | | <p>#PP3/29/005/2009 dated 12/09/2023</p> <p>5. Firearm Permit #A168941 valid from 12/09/2023 until 28/05/2024</p> <p>6. Air compressor #JH PMT 18012 valid until 10/12/2024</p> <p>7. Weighbridge calibration #B2166462 inspected by De Metrology dated 01/08/2023</p> <p>8. Petrol Licence #SKK/11-20/B(12) valid from 12/07/2023 until 11/07/2024</p> <p><u>Palong Estate</u></p> <p>1. MPOB Licence #570585002000 valid from 11/05/2023 until 31/03/2024</p> <p>2. Diesel permit #JH(SGT)0012/88/PSK valid from 25/08/2022 until 24/08/2025</p> <p>3. Air Receiver #JH PMT 94868 valid until 03/07/2024</p> <p>4. Water Abstraction Licence #BAKAJ/334/430/2/6/3/2 valid until 31/12/2023</p> <p>5. Deduction permit for electricity #TK(NJ)U-24 dated 12/08/2018</p> <p>6. Fire Arm Permit #A170101 valid until 15/05/2024</p> | |
| <p>4.3.1.2</p> | <p>The management shall list all laws applicable to their operations in a legal requirements register.</p> <p>- Major compliance -</p> | <p>Certification unit continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the CU's operation.</p> <p>Each office of the operating unit (estates) has its own legal requirements register (LRR) and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory &</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|---|------------|
| | | Machinery Act, Employment Act, and Workers' Minimum Standard of Housing and Amenities Act. Latest updated has been done on 31/08/2023 with updating Of Minimum wages Order 2022, Employees Provident Fund (Amendment No. 2) Rules 2022, Employees Provident Fund (Amendment Of Eight Schedule) Order 2022 and Prevention And Control Of Infectious Disease (Measures Within Infected Local Areas) (National Recovery Plan) (Transition Phase To Endemic) 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 - | Monitoring on the compliance towards the requirement register has been done by Executive Regional Controller. Refer Kulim Group Compliance Framework dated 30/09/2023. Among the medium used in updating the legal register were websites, subscription to legal information provider and mass media. | 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 Executive Regional Controller of Northern Region has been appointed as the person in-charged, (ref.: appointment letter (25) RMC/COM/GM/2022/25, dated 21/07/2022) to be the person responsible to monitor compliance and to track and update the changes in regulatory requirements. The letter was from the Head of Governance Division of KMB. | 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 - | Management has ensured that their oil palm cultivation do not diminish the land user rights of other users. It was confirmed during site visit and interview with relevant stakeholder during the audit. The legitimacy of ownership of the estate belong to Kulim (M) Bhd group. | Complied |
| 4.3.2.2 | The management shall provide documents showing legal | Management has provided documents showing the legal ownership | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|--|---|------------|
| <p>ownership or lease, history of land tenure and the actual use of the land.</p> <p>- Major compliance -</p> | <p>of their land. Sighted evidence of list of land title and quit rent payment evidence.</p> <p>Labis Bharu Estate has total of 20 land titles. Sample verified as below:</p> <p>Sample 1 District: Segamat Grant No: GM 2XX Lot No: Lot 608</p> <p>Sample 2 District: Segamat Grant No: GM 2XX Lot No: Lot 623</p> <p>Sample 2 District: Segamat Grant No: GM 2XX Lot No: Lot 623</p> <p>Palong Estate has total of 4 land titles. Sample verified as below:</p> <p>Sample 1 District: Segamat Grant No: HSD 52XXX Lot No: PTD 15680</p> <p>Sample 2 District: Segamat Grant No: HSD 52XXX</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|-------------------------|--------|-------|-------------------------|---|-------------|------|-------------|---|-------------|-----------|----------------|---|-------------|-----------|--------------|---|--------|----------|-------------------|---|--------|----------|-------------------|---|--------|----------|-----------------|---|--------|----------|-----------|----------|
| | | Lot No: PTD 15679 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3.2.3 | <p>Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.</p> <p>- Major compliance -</p> | <p>The estates have maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers/trenching at the 2 estates, during the field inspection confirmed that they were clearly marked and maintained.</p> <table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>Field</th> <th>Neighbouring properties</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Labis Bahru</td> <td>P 23</td> <td>IOI Segamat</td> </tr> <tr> <td>2</td> <td>Labis Bahru</td> <td>P 08 - B1</td> <td>Kg Melayu Raya</td> </tr> <tr> <td>3</td> <td>Labis Bahru</td> <td>P 03 - B3</td> <td>FELCRA Pogoh</td> </tr> </tbody> </table> <table border="1"> <tbody> <tr> <td>1</td> <td>Palong</td> <td>P13 - B1</td> <td>PPNJ Bukit Buyong</td> </tr> <tr> <td>2</td> <td>Palong</td> <td>P12 - B1</td> <td>PPNJ Bukit Buyong</td> </tr> <tr> <td>3</td> <td>Palong</td> <td>P08 - B3</td> <td>Kg Balai Badang</td> </tr> <tr> <td>4</td> <td>Palong</td> <td>P06 - B1</td> <td>Kg Puting</td> </tr> </tbody> </table> | | Estate | Field | Neighbouring properties | 1 | Labis Bahru | P 23 | IOI Segamat | 2 | Labis Bahru | P 08 - B1 | Kg Melayu Raya | 3 | Labis Bahru | P 03 - B3 | FELCRA Pogoh | 1 | Palong | P13 - B1 | PPNJ Bukit Buyong | 2 | Palong | P12 - B1 | PPNJ Bukit Buyong | 3 | Palong | P08 - B3 | Kg Balai Badang | 4 | Palong | P06 - B1 | Kg Puting | Complied |
| | Estate | Field | Neighbouring properties | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Labis Bahru | P 23 | IOI Segamat | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Labis Bahru | P 08 - B1 | Kg Melayu Raya | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Labis Bahru | P 03 - B3 | FELCRA Pogoh | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Palong | P13 - B1 | PPNJ Bukit Buyong | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Palong | P12 - B1 | PPNJ Bukit Buyong | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Palong | P08 - B3 | Kg Balai Badang | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Palong | P06 - B1 | Kg Puting | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3.2.4 | <p>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).</p> <p>- Minor compliance -</p> | <p>There is no land dispute in the Labis Bahru Estate, and Palong Estate at the time of audit. The land belongs to Kulim (Malaysia) Berhad and land ownership documents verified.</p> | N/A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.3.3 – Customary rights | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3.3.1 | <p>Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.</p> <p>- Major compliance -</p> | <p>There is no customary land or negotiated agreements within the Sungai Papan Estate, and REM Estate. Land area confirmed through document reviewed and interviewed with the communities.</p> | N/A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|---|--|------------|
| 4.3.3.2 | Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available. - Minor compliance - | There is no customary land or negotiated agreements within the Sungai Papan Estate, and REM Estate. Land area confirmed through document reviewed and interviewed with the communities. | N/A |
| 4.3.3.3 | Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance - | There is no customary land or negotiated agreements within the Sungai Papan Estate, and REM Estate. Land area confirmed through document reviewed and interviewed with the communities. | N/A |
| 4.4 Principle 4: Social responsibility, health, safety and employment condition | | | |
| Criterion 4.4.1: Social Impact Assessment (SIA) | | | |
| 4.4.1.1 | Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance - | <p>Sustainability & Quality Department has carried out Social Impact Assessment on 13/10/2022 as per the Standard Operating Procedure title Social Impact Assessment (Doc No; SQD/SMS/3.6, Date: 01/08/2020). The checklist has been sent to the estates management and filled in by the workers and the contractors. The social impact registeris developed based on the scoring of frequency, consequence and likelihood.</p> <p>Social Management Plan will be developed after the social impact register established. The last review of the social management plan was on 11/10/2023 promotion actions were taken accordingly to the impacts identified. The outline of the management plan as below:</p> <ol style="list-style-type: none"> 1. Issue 2. Improvement Plan 3. Action taken 4. Person in charge 5. Observation | Complied |

| Criterion / Indicator | Assessment Findings | Compliance | |
|---|---|---|----------|
| Criterion 4.4.2: Complaints and grievances | | | |
| 4.4.2.1 | A system for dealing with complaints and grievances shall be established and documented. - Major compliance - | The system to dealing with complaint and grievances has been established. Refer Grievance Procedure with Doc.No.: SQD/SMS/4.1 dated 01/08/2020 to ensure management has a documented system for dealing with complaints and grievances that is agreeable to all sides and accepted by all stakeholders. Besides, management has developed Grievance Policy dated 07/12/2021 to ensure that there is a transparent process for ensuring stakeholder’s grievances and complaints are dealt with fairly, consistently, and promptly. Briefing of the grievance policy and procedure was conducted during stakeholder meeting. | Complied |
| 4.4.2.2 | The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. - Major compliance - | The system to dealing with complaint and grievances has been established. Refer Grievance Procedure with Doc.No.: SQD/SMS/4.1 dated 01/08/2020 to ensure management has a documented system for dealing with complaints and grievances. Labis Bahru Estate and Palong Estate has implemented Suggestion/ Complaint form & Enquiry Register Book to record any grievances from external stakeholders and Complaint Book for workers. Sample of complaint record as below: <u>Labis Bahru Estate</u> Sample 1 Complainant: Date: 03/09/2023, House No 42, Issue: Toilet Problem, Issue has been solved on 05/09/2023 Sample 2 Complainant: Date: 24/05/2023, House No 80, Issue: Joint Valve Out | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|---|------------|
| | | Of Order, Issue has been solved on 28/05/2023 <u>Palong Estate</u> Sample 1 Complainant: Date: 09/10/2023, House No 89, Issue: Sink Problem, Issue has been solved on 09/10/2023 Sample 2 Complainant: Date: 08/08/2023, Post Guard, Issue: Request Additional Lamp, Issue has been solved on 09/08/2023 | |
| 4.4.2.3 | A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance - | Complaint/ Suggestion Box was available in front of the office and in front of the security post in Labis Bahru Estate and Palong Estate. The stakeholders and workers are aware of the complaint box as a method to lodge complaint. | Complied |
| 4.4.2.4 | Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance - | Complaint/ Suggestion Box was available in front of the office and in front of the security post in Labis Bahru Estate and Palong Estate. The stakeholders and workers are aware of the complaint box as a method to lodge 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 - | Refer record "Buku Kerosakan & Pembaikan Perumahan" and Enquiry Register Record. Complaint/ Enquiry Register records since 2018 were maintained. | 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 - | Estate has made contribution to local development in consultation with the local communities. Sighted record of CSR activities. <u>Labis Bahru Estate</u> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|---|---|------------|
| | | 1. Donation to PIBG SK Melayu Raya dated 25/01/2023 2. Donation for Sport Day MSSD Segamat dated 13/08/2023 3. Tractor Service on maintenance work for Kampung Genuang Baru dated 11/05/2023 <u>Palong Estate</u> 1. Donation to SK Kemedak dated 05/10/2022 2. Van services for Sport Day – North Region dated 01/03/2023 | |
| 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 - | Occupational Safety and Health Policy dated 01/10/2021 has been established which in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139). The policy was signed by the Managing Director of Kulim (Malaysia) Berhad. The new policy has just been emailed to every estate on 14/10/2023 but not yet finalized by the company. Among the method of communication are through morning muster briefing, training, and display on notice. Labis Bahru Estate planned to brief the OSH Policy on 17/10/2023, verified the announcement letter to the workers. For Palong Estate the briefing on the OSH Policy has been done on 10/03/2023 during muster at muster ground attend by 106 participants. The policy was signed by the Managing Director of Kulim Malaysia Berhad and can also be found at https://johorplantations.com/sustainability/ | Complied |
| 4.4.4.2 | The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and | a) Occupational Safety and Health Policy dated 01/10/2021 has been established which in line with Occupational Safety and | Complied |

| Criterion / Indicator | Assessment Findings | Compliance |
|---|--|------------|
| <p>implemented.</p> <p>b) The risks of all operations shall be assessed and documented.</p> <p>c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:</p> <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 <p>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).</p> <p>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.</p> <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>Health Act 1994 and Factories and Machinery Act 1967 (Act 139). The policy was signed by the Managing Director of Kulim (Malaysia) Berhad. Labis Bahru Estate planned to brief the OSH Policy on 17/10/2023. For Palong Estate the briefing on the OSH Policy has been done on 10/03/2023 during muster at muster ground attend by 106 participants. Among the method of communication are through morning muster briefing, training, and display on notice boards.</p> <p>b) The assessment of risk is documented and recorded in HIRARC and CHRA. The sampled estates have made both documents available for verification. The HIRARC is reviewed from time to time depending on current situation such as occurrence of occupational safety & health incident or accident. Latest review was conducted on:</p> <p>Labis Bahru Estate: 14/09/2023 Palong Estate: 21/09/2023</p> <p>Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate.</p> <p>Labis Bahru Estate - The Chemical Health Risk Assessment Report (Ref. Number: JKPP HQ/03/ASS/00/154-2018/054) conducted by QMSPRO Sdn Bhd on 08/08/2 -13/08/2018 already expired. The new CHRA assessment was done in April to May 2023. The assessment for Labis Bahru Estate was set on 09/06/2023. The assessment was done by Kulim Safety Training and Services Sdn Bhd. From the email dated 27/09/2023 on</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|------------|
| <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>updating the current situation and the Gantt Chart CHRA Kulim 2023. From the Gantt Chart the report will be completed on week 27. Submission to state DOSH is on week 29.</p> <p>Palong Estate - The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/03/ASS/00/154-2018/050) conducted by QMSPRO Sdn Bhd on August 2018 and Supplementary CHRA Report dated February 2021 (Ref. Number: JKKP HQ/03/ASS/00/154-2021/009) was available for verification. The new CHRA assessment was done in April to May 2023. The assessment for Labis Bahru Estate was set on 09/06/2023. The assessment was done by Kulim Safety Training and Services Sdn Bhd. From the email dated 27/09/2023 on updating the current situation and the Gantt Chart CHRA Kulim 2023. From the Gantt Chart the report will be completed on week 27. Submission to state DOSH is on week 29.</p> <p>Medical Surveillance was conducted for workers exposed to chemicals and fertilizer in the estate as recommended in the CHRA. The medical surveillance was conducted to monitor the level of exposure on the workers towards the chemicals and fumes.</p> <p>Labis Bahru Estate - Medical Surveillance was conducted on 19/09/2023 at U.n.i Klinik Permas Jaya that involved 9 workers. Result indicates that all workers condition were fit to work. None of the works were unfit or requiring MRP.</p> <p>All workers exposed to pesticides had biological monitoring all of which were normal. None of the workers had occupational related diseases.</p> <p>Palong Estate - Medical Surveillance was conducted on</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | |
|------------------------------|--|------------------------------|---|-------------------------|--|--|--|-------------------------|---------------------------|---------------------|-------------------------|---------------|----------|----------|--------------|--------------|-------------------|----------|----------|--------------|--------------|--|
| | <p>02/08/2023 at U.n.i Klinik Permas Jaya that involved 55 workers. Result indicates that all workers condition were fit to work.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The NRA Reports were available in the sampled estates as below.</p> <p>Labis Bahru Estate – Assessment conducted on 09/06/2023 by NRA Assessor with registration No: HQ/18/PEB/00/00014. The assessment report (Ref. No: HQ/18/PEB/00/00014-2023/012) was available for verification.</p> <p>From the noise risk assessment, the results as below:</p> <table border="1" data-bbox="1111 818 1872 1114"> <thead> <tr> <th data-bbox="1111 818 1256 882">Similar Exposure Group (SEG)</th> <th colspan="4" data-bbox="1256 818 1872 882">Comparison between Excessive Noise, Daily Noise Exposure Limit, Maximum SPL and Peak SPL.</th> </tr> <tr> <th data-bbox="1111 882 1256 986"></th> <th data-bbox="1256 882 1417 986">Excessive Noise (82dBA)</th> <th data-bbox="1417 882 1579 986">Daily Noise Lomit (85dBA)</th> <th data-bbox="1579 882 1709 986">Maximum SPL (115BA)</th> <th data-bbox="1709 882 1872 986">Excessive Noise (82dBA)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1111 986 1256 1050">Field Fogging</td> <td data-bbox="1256 986 1417 1050">Exceeded</td> <td data-bbox="1417 986 1579 1050">Exceeded</td> <td data-bbox="1579 986 1709 1050">Not Exceeded</td> <td data-bbox="1709 986 1872 1050">Not Exceeded</td> </tr> <tr> <td data-bbox="1111 1050 1256 1114">Field Mist Blower</td> <td data-bbox="1256 1050 1417 1114">Exceeded</td> <td data-bbox="1417 1050 1579 1114">Exceeded</td> <td data-bbox="1579 1050 1709 1114">Not Exceeded</td> <td data-bbox="1709 1050 1872 1114">Not Exceeded</td> </tr> </tbody> </table> <p>Palong Estate – Assessment conducted on 07/06/2023 by NRA Assessor registration No: HQ/18/PEB/00/00014. The assessment report (Ref. No: HQ/18/PEB/00/00014-2023/010) was available for verification.</p> <p>Audiometric tests were conducted as per recommendation by the NRA Assessor.</p> | Similar Exposure Group (SEG) | Comparison between Excessive Noise, Daily Noise Exposure Limit, Maximum SPL and Peak SPL. | | | | | Excessive Noise (82dBA) | Daily Noise Lomit (85dBA) | Maximum SPL (115BA) | Excessive Noise (82dBA) | Field Fogging | Exceeded | Exceeded | Not Exceeded | Not Exceeded | Field Mist Blower | Exceeded | Exceeded | Not Exceeded | Not Exceeded | |
| Similar Exposure Group (SEG) | Comparison between Excessive Noise, Daily Noise Exposure Limit, Maximum SPL and Peak SPL. | | | | | | | | | | | | | | | | | | | | | |
| | Excessive Noise (82dBA) | Daily Noise Lomit (85dBA) | Maximum SPL (115BA) | Excessive Noise (82dBA) | | | | | | | | | | | | | | | | | | |
| Field Fogging | Exceeded | Exceeded | Not Exceeded | Not Exceeded | | | | | | | | | | | | | | | | | | |
| Field Mist Blower | Exceeded | Exceeded | Not Exceeded | Not Exceeded | | | | | | | | | | | | | | | | | | |

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

| Criterion / Indicator | | Assessment Findings | | | | Compliance |
|-----------------------|--|--|---|---------------------------|---------------------|-------------------------|
| | | Similar Exposure Group (SEG) | Comparison between Excessive Noise, Daily Noise Exposure Limit, Maximum SPL and Peak SPL. | | | |
| | | | Excessive Noise (82dBA) | Daily Noise Lomit (85dBA) | Maximum SPL (115BA) | Excessive Noise (82dBA) |
| | | Field Fogging | Exceeded | Exceeded | Not Exceeded | Not Exceeded |
| | | Field Mist Blower | Exceeded | Exceeded | Not Exceeded | Not Exceeded |
| | | <p>Labis Bahru Estate – Audiometric test has been conducted on 08/10/2023 for 3 workers, and the result not yet come out.</p> <p>Palong Estate – Audiometric test was required as per NRA assessor. The program for Palong Estate were planned on 08/10/2023. The test has been completed; the report not yet come out.</p> <p>c) Training programme (SQD/SMS/3.7-F1) was established by the management. Evidence of adequate and appropriate training on safe working practices provided to workers was verified, for example:</p> <p><u>Labis Bahru Estate</u></p> <ol style="list-style-type: none"> 1. Chemical handling training on 09/05/2023 2. ERP and CPR training on 08/08/2023 3. First Aid Training on 03/09/2023. 4. Safety Work at workshop training dated on 13/03/2023 | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|--|------------|
| | <p>5. Safety work at fertilizer store training date on 21/08/2023.</p> <p>6. Spill Containment – Training date 25/06/2023 <u>Palong Estate</u></p> <ol style="list-style-type: none"> 1. Spraying Calibration dated 01/11/2023 2. Spray HC Buffer Zone – 11/01/2023 3. Schedule Waste date on 22/02/2023 4. Fertilizer handling – 08/03/2023 5. Chemical handling (internal) date 19/04/2023 6. Tractor Diver MB save driving – 12/07/2023 7. Safety workshop at work and management – 16/08/2023 <p>d) Issuance of PPE to employees is recorded in a standard form which has the information about name of employee, type of PPE, workstation, date of issuance and acknowledgment of receipt. Sample latest PPE issuance (safety boot) to worker with ID E1500001525 date 15/06/2023 for Labis Bahru Estate. Sample latest PPE issuance such as safety shoes (27/09/2023), to workers with ID number 810001579, workers with ID 810001333 received safety shoes on 27/09/2023.</p> <p>e) SOP for handling chemical management was addressed in a few procedures such as:</p> <ol style="list-style-type: none"> i. Weed & Pest Usage and Application Control ii. Fertilizer Usage & Application Control <p>The procedures outline the handling of chemicals in accordance with the regulation. SDS were made available at the relevant workstations involved in chemical handling such as chemical stores and spraying area.</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|--|------------|
| | <p><u>Labis Bahru Estate</u></p> <ul style="list-style-type: none"> • Supershate 41 – SDS Issued on 13/07/2020 • Blocus Beta – SDS Issued on 15/09/2019 • BM Tricalon – SDS Issued on 10/12/2019 • G Met – MSDS Issued on 02/11/2023 • BM Rat Gone – SDS Issued on 19/06/2019 • Ajib CRF – SDS Issued on 01/12/2020 <p><u>Palong Estate</u></p> <ul style="list-style-type: none"> • Supershate 41 – SDS Issued on 13/07/2020 • Blocus Beta – SDS Issued on 15/09/2019 • BM Tricalon – SDS Issued on 10/12/2019 • G Met – SDS Issued on 02/11/2023 • Fertilizer MOP – SDS Issued on 01/01/2022 • Borate (Etibor 48) – SDS issued on 01/02/2022 • Compacted 10.8 – SDS issued on 12/12/2019 <p>f) The respective Assistant Manager Labis Bahru Estate were appointed as the OSH Secretary of the committees based on a letter dated 08/03/2023 [ref.: LLB-20/OSH MEETING-7 from the OSH Chairman. Verified also the acknowledgement on the acceptance of the appointment sign by the new OSH Secretary.</p> <p>The respective Assistant Manager Palong Estate were appointed as the OSH Secretary of the committees based on a letter dated 03/10/2021 [ref.: AJKKP/LP/2021 from the OSH Chairman. Verified also the acknowledgement on the acceptance of the appointment sign by the new OSH Secretary.</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------|-----------------------|--|-------------|--------------------|---------|-------------------------|------------|--|-------------------------|------------|--|-------------------------|------------|--|-------------------------|-----------------------|--|-------------|---------------|---------|-------------------------|------------|--|-------------------------|------------|---|-------------------------|------------|---|-------------------------|-----------------------|--|--|
| | | <p>g) Records were available confirming that quarterly OSH meetings had been held by the estate which involved the employees and contractors. The date of last four meetings are as follows:</p> <table border="1"> <thead> <tr> <th>OSH Meeting</th> <th>Labis Bahru Estate</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1st Meeting</td> <td>22/03/2023</td> <td>Attend by 12 employer and 9 employees.</td> </tr> <tr> <td>2nd Meeting</td> <td>21/06/2023</td> <td>Attend by 12 employer and 9 employees.</td> </tr> <tr> <td>3rd Meeting</td> <td>19/09/2023</td> <td>Attend by 12 employer and 9 employees.</td> </tr> <tr> <td>4th Meeting</td> <td>Planned on 17/12/2023</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>OSH Meeting</th> <th>Palong Estate</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1st Meeting</td> <td>06/03/2023</td> <td>Attend by 9 employer and 12 employees.</td> </tr> <tr> <td>2nd Meeting</td> <td>18/06/2023</td> <td>Attend by 13 employer and 12 employees.</td> </tr> <tr> <td>3rd Meeting</td> <td>19/09/2023</td> <td>Attend by 13 employer and 12 employees.</td> </tr> <tr> <td>4th Meeting</td> <td>Planned on 11/12/2023</td> <td></td> </tr> </tbody> </table> <p>h) The handling of accident and emergency are addressed in "Prosedur Kemalangan" [KULIM/PKS/OSH-1, rev. 1, dated</p> | OSH Meeting | Labis Bahru Estate | Remarks | 1 st Meeting | 22/03/2023 | Attend by 12 employer and 9 employees. | 2 nd Meeting | 21/06/2023 | Attend by 12 employer and 9 employees. | 3 rd Meeting | 19/09/2023 | Attend by 12 employer and 9 employees. | 4 th Meeting | Planned on 17/12/2023 | | OSH Meeting | Palong Estate | Remarks | 1 st Meeting | 06/03/2023 | Attend by 9 employer and 12 employees. | 2 nd Meeting | 18/06/2023 | Attend by 13 employer and 12 employees. | 3 rd Meeting | 19/09/2023 | Attend by 13 employer and 12 employees. | 4 th Meeting | Planned on 11/12/2023 | | |
| OSH Meeting | Labis Bahru Estate | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 st Meeting | 22/03/2023 | Attend by 12 employer and 9 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 nd Meeting | 21/06/2023 | Attend by 12 employer and 9 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 rd Meeting | 19/09/2023 | Attend by 12 employer and 9 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 th Meeting | Planned on 17/12/2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OSH Meeting | Palong Estate | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 st Meeting | 06/03/2023 | Attend by 9 employer and 12 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 nd Meeting | 18/06/2023 | Attend by 13 employer and 12 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 rd Meeting | 19/09/2023 | Attend by 13 employer and 12 employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 th Meeting | Planned on 11/12/2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|--|------------|
| | <p>01/03/2021] and "Prosedur Kecemasan". Among the emergency situations identified are fire breakout, and flood. ERP Training has been conducted on:</p> <p>Labis Bahru Estate: 08/08/2023. Attend by 3 executives, 4 technical staff and 109 workers.</p> <p>Palong Estate: 07/06/2023. Attend by the 2 executives, 5 technical staff and 114 workers.</p> <p>i) First aid kit provided at various workstations at the estate such as workshop, store, harvesting gangs, maintenance gangs and office. Sample first aid kit from spraying gang and harvesting gang verified the contain are still valid and the number of the item list are adequate. Based on records, the last training on first aid was conducted on:</p> <p>Labis Bahru Estate: 03/09/2023 – Attend by 10 participants. Sighted the attendance and the details on the training and also the training evaluation Training from, Doc. No: SQD/SMS/3.14-F.</p> <p>Palong Estate: 07/06/2023. Attend by 1 technical staff and 7 first aid kit holder. Sighted the attendance and the details on the training and also the training evaluation Training from, Doc. No: SQD/SMS/3.7-F.</p> <p>j) All accidents are to be investigated and reported to Head Office. Accident was discussed in the Quarterly OSH meeting in order to review necessary SOP and HIRARC. The management has taken necessary action in term of reporting to the authority and addressing the accident causes based on investigation. JKKP 8 report was submitted on:</p> <p>Labis Bahru Estate: JKKP8/133689/2022 submitted on 26/01/2023: 7 accidents with 64 TLA.</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|---|--|------------|
| | | Palong Estate: JKPP8/129192/2022 submitted on 16/01/2023:21 accident with 73 TLA. | |
| Criterion 4.4.5: Employment conditions | | | |
| 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 - | Management has developed policy on good social practices policy. All related policies have been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/ Briefing of the policy was conducted on: Labis Bharu Estate: 12/01/2023 Palong Estate: 07/07/2023 | 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 - | Management has developed policy on not engage in or support discriminatory practices policy. All related policies have been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/ Briefing of the policy was conducted on: Labis Bharu Estate: 12/01/2023 Palong Estate: 07/07/2023 Based on interview with internal and external stakeholders, management has provided equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. | 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 | Management has ensured that their employees pay, and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. Employment contract was signed by the workers. Pay and conditions are documented and above the | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|--|--|------------|
| <p>on minimum wage. - Major compliance -</p> | <p>Minimum Wage Order 2022. Sampled of the employment contracts confirmed that terms and conditions are clearly outlined as per NUPW/ MAPA collective agreement and Minimum Wages Order 2022. Refer sample of work agreement and payslip of the month May and August 2023:</p> <p><u>Labis Bharu Estate</u></p> <ol style="list-style-type: none"> 1. Employee ID: E1500015XX 2. Employee ID: E150000XXX 3. Employee ID: E1500004XX 4. Employee ID: E1500001XX 5. Employee ID: E15000014X 6. Employee ID: E1500000XX 7. Employee ID: E15000018X 8. Employee ID: E1500001XX 9. Employee ID: E1500015XX 10. Employee ID: E150000X2X <p><u>Palong Estate</u></p> <ol style="list-style-type: none"> 1. Employee ID: E8100012XX 2. Employee ID: E8100015XX 3. Employee ID: E8100021XX 4. Employee ID: E81000157X 5. Employee ID: E81000227X 6. Employee ID: E81000228X 7. Employee ID: E1800023XX | |

| Criterion / Indicator | Assessment Findings | Compliance |
|---|--|------------|
| | 8. Employee ID: E18000234X 9. Employee ID: E1800009XX 10. Employee ID: E1800024XX | |
| 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. - Minor compliance - | Management has ensured employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee. Estates has engaged contractors for activities such as harvesting of FFB and transporting of FFB. Sample taken as below and payslip of May and August 2023 as below: <u>Labis Bahru Estate</u> Sample 1 Contractor: NXXX BXXXXXXXX EXXXXXXXX Work: Harvesting FFB Validity: 01/01/2023 to 30/09/2024 Workers 1. Passport No: EA00844XX 2. Passport No: E07629XX 3. Passport No: C24872XX Sample 2 Contractor: TXXX WXXX TXXXXXXXX Work: FFB Transport to Mill Validity: 01/04/2023 to 30/06/2024 Workers 1. Passport No: EA00844XX | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|---|-----------------|
| | <p>2. Passport No: E07629XX 3. Passport No: C24872XX <u>Palong Estate</u> Sample 1 Contractor: PXXXXXXXX JXXX CXXXXXXXX Work: Loading and Transporting of FFB Validity: 01/01/2023 to 30/06/2024 Workers 1. Passport No: C87004XX 2. Passport No: C87006XX Sample 2 Contractor: JXXXXXXXXX EXXXXXXXXX Work: Harvesting of FFB and In Field Collection by using Mini Tractor Scissor Lift Validity: 01/02/2021 to 31/01/2024 Workers 1. Passport No: EJ0009XXX 2. Passport No: EG0083XXX</p> | |
| <p>4.4.5.5</p> | <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>- Major compliance -</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| 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 is available for each and every employee indicated in the employment records. - Major compliance - | The employees that recruited by the estates are from local and foreign workers. They are either under direct employment to the management or contractor' workers. All of them have signed on the employment contract prior to work. Terms and conditions were according to MAPA/ NUPW Agreement. Sample workers as per 4.4.5.3. | Complied |
| 4.4.5.7 | The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer. - Major compliance - | Estate management was using system K Plant for record all the daily attendance was recorded by checkroll attendance and scan barcode using K-PLANT system on daily basis and overtime was recorded in the Overtime Form. Sample as per 4.4.5.3. | Complied |
| 4.4.5.8 | 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. - Major compliance - | Interviewed with workers and document reviewed on the Overtime Form as well as payslip shown that the overtime payments are in accordance to law and workers are not forced to work overtime. | Complied |
| 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 were paid according to the overtime form and attendance report. Total hours of overtime and daily attendance has recorded in Attendance report in the system. Sample as per 4.4.5.3. | 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 provided free medical facilities to all the workers. Subsidized of water and electricity were given to all the workers. Besides, free school uniforms to the children of workers and provide free transportation to send the children of workers to school. | Complied |
| 4.4.5.11 | In cases where on-site living quarters are provided, these | The workers were provided with free housing facilities, free water | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|------------|
| | <p>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.</p> <p>- Major compliance -</p> | <p>supply and subsidized of electricity. Estate Hospital Assistant has carried out line site inspection on weekly basis in all sampled estates. Verified that management was in progress to provide new bed with mattress and also cupboard. Sighted evidence in the CAPEX and budget for refurbished the line site.</p> <p>Seen the record of line site inspection latest on October 2023. There was no issue raised during the inspection. The report of inspection will be verified and approved by the AssistaManager and Manager.</p> | |
| 4.4.5.12 | <p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</p> <p>- Major compliance -</p> | <p>Management has developed policy on Sexual Harassment and Core Labour Standard Policy. All related policies has been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/</p> <p>A Women on Ward (WOW) committee was established in the Labis Bahru Estate and Palong Estate and seen the name list of complaint panel for WOW with contact number for the workers to report if there any complaint. Briefing of the function of WOW Panel was conducted during meeting. No issue was reported during the meeting. Interviewed with the female workers confirmed that they are aware of the complaint procedure and informed that no sexual harassment and violence case report so far. Latest meeting recorded on:</p> <p>Labis Bharu Estate: 27/09/2023 Palong Estate: 24/09/2023</p> | Complied |
| 4.4.5.13 | <p>The management shall respect the right of all employees to form or join trade union and allow workers own 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</p> | <p>Management has developed policy on respect the right of all employees to form union or join trade union. All related policies has been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | |
|---|--|--|------------|----------|------|---|--------------------------|------------|---|---------------------|------------|---|-------------------|------------|----------|
| | <p>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>Interviewed with the workers confirmed that they are free to join NUPW without any restriction from management.</p> <p>NUPW meeting between management and union committee was conducted and meeting minutes was sighted. Any concern was discussed during the meeting and action was taken on the issue raised. Latest meeting was sighted on:</p> <p>Labis Bharu Estate: 12/10/2023 Palong Estate: 26/09/2023</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>Management has developed policy on Children and young persons shall not be employed or exploited. All related policies have been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/</p> <p>Verified the master list of the workers confirmed that the minimum age of workers employed are 18 years old.</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 training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p> | <p>Training programmes were available at all the sampled estates. Based on the documented programmes, generally the planned trainings cover the OHS, environmental and best practice aspects of all the operations in the field. Among the training records verified are as follows:</p> <p>Labis Bahru Estate:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Policy Briefing Training</td> <td>09/01/2023</td> </tr> <tr> <td>2</td> <td>Harvesting Training</td> <td>19/01/2023</td> </tr> <tr> <td>3</td> <td>Spraying Training</td> <td>10/02/2023</td> </tr> </tbody> </table> | No | Training | Date | 1 | Policy Briefing Training | 09/01/2023 | 2 | Harvesting Training | 19/01/2023 | 3 | Spraying Training | 10/02/2023 | Complied |
| No | Training | Date | | | | | | | | | | | | | |
| 1 | Policy Briefing Training | 09/01/2023 | | | | | | | | | | | | | |
| 2 | Harvesting Training | 19/01/2023 | | | | | | | | | | | | | |
| 3 | Spraying Training | 10/02/2023 | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | Compliance |
|-----------------------|--|--|-------------------------------|------------|------------|
| | | 4 | PPE Training | 11/06/2023 | |
| | | 5 | First Aid Training | 03/09/2023 | |
| | | 6 | Environment Training | 12/07/2023 | |
| | | 7 | Triple Rinsing Training | 02/06/2023 | |
| | | 8 | Zero Burning Training | 06/07/2023 | |
| | | 9 | Fire Drill Training | 08/08/2023 | |
| | | 10 | HCV and Biodiversity Training | 19/01/2023 | |
| | | 11 | Chemical Handling | 06/10/2023 | |
| | | 12 | Spill Containment | 21/05/2023 | |
| | | 13 | Schedule waste | 13/06/2023 | |
| | | 14 | Water Sampling | 05/02/2023 | |
| | | 15 | Manuring | 11/05/2023 | |
| | | 16 | Safety at workshop | 13/03/2023 | |
| | | 17 | Tractor Training | 18/07/2023 | |
| | | Palong Estate | | | |
| | | No | Training | Date | |
| | | 1 | Policy Briefing Training | 07/07/2023 | |
| | | 2 | Harvesting Training | 18/01/2023 | |
| | | 3 | Spraying Training | 05/04/2023 | |
| | | 4 | Spraying calibration | 11/01/2023 | |
| | | 5 | PPE Training | 12/04/2023 | |
| | | 6 | First Aid Training | 08/06/2023 | |
| | | 7 | Fire Drill Training | 06/07/2023 | |
| 4.4.6.2 | 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. | This is addressed by the utilization of the "Training Needs Analysis" form. The objective is to identify the appropriate training to be provided to workers based on their current job function. The analysis is usually done in early year or end of the year and is used to establish the training programme. Among the information available in | | | |

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|--|------------|
| | - Major compliance - | the form is current job function, skill/knowledge required, present ability, job needed, training required, to name a few. | |
| 4.4.6.3 | 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. - Minor compliance - | Training programmes are established on annual basis based on training needs. It is subject for review from time to time if necessary. Refer Annual Training Programme (OSH Plan) for the year 2023 for both estate Labis Bahru and Palong Estate. | Complied |
| 4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services | | | |
| Criterion 4.5.1: Environmental Management Plan | | | |
| 4.5.1.1 | An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented. - Major compliance - | There is an Environmental Management Policy for the estates issued and endorsed in 01/10/2021 by the Managing Director. Therein the policy among others has stated that the Company is committed to protecting the environment and conserving biodiversity through sustainable development. This is policy is prominently displayed in the office along with other Company's Policies. | Complied |
| 4.5.1.2 | The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations. - Major compliance - | The Environmental Management Policy is available with the objectives stated therein. The Environmental Improvement Plan dated 15/09/2023 has been summarized with the aspects and impacts evaluation covers the following areas/activities; a) Chemical storage/ issuance b) Gen-set / Power generation c) Fertilizer application d) Diesel storage / spillage e) Dust and smoke emission | OFI |

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|--|----------------------|----------|--------|-----------|---|------------|------------------|-------|---|-------|---------------|-------------------|------------------|-------|---|---------------|---------------|-------------------|------------------|-------------------|---|-------------|-----|----------------------|----------------------|-------------------|--|----------|-------------|-----|---|------------|---------------------------------|------------|---|-------|-----------------------|------------|----------|
| | | f) EFB disposal in the fields g) Scheduled Waste storage /disposal h) Chemical mixing /transportation The Plan has also included the reduction of Pollution and Emission Management initiative and monitoring. There were traces of spillages in the fertilizer store during a site visit on 17/10/2023. The estate to enhance effort in managing such occurrences with prevention measures to avoid any environmental issues. Thus, OFI was raised. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 - | The mitigation measures to manage the significant environmental impact were defined in the following documents: a) Pollution & Emission Plan reviewed 15/09/2023 b) Waste and Pollution Management Plan 2023 c) Environmental Risk Assessment Details as provided therein among others as given below: <table border="1" style="margin-top: 10px;"> <thead> <tr> <th></th> <th>Emission</th> <th>Source</th> <th>Frequency</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Dark smoke</td> <td>Running vehicles</td> <td>Daily</td> </tr> <tr> <td rowspan="2">2</td> <td rowspan="2">Noise</td> <td>Diesel engine</td> <td>Operational hours</td> </tr> <tr> <td>Running vehicles</td> <td>Daily</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Air pollution</td> <td>Diesel engine</td> <td>Operational hours</td> </tr> <tr> <td>Running vehicles</td> <td>Operational hours</td> </tr> <tr> <td rowspan="2">4</td> <td rowspan="2">Waste water</td> <td>PCD</td> <td>Scheduled inspection</td> </tr> <tr> <td>Septic tank spillage</td> <td>Weekly inspection</td> </tr> </tbody> </table> <table border="1" style="margin-top: 10px;"> <thead> <tr> <th></th> <th>Emission</th> <th>Action Plan</th> <th>PIC</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Dark smoke</td> <td>Inspection of vehicle condition</td> <td>Exec/staff</td> </tr> <tr> <td>2</td> <td>Noise</td> <td>Scheduled maintenance</td> <td>Exec/staff</td> </tr> </tbody> </table> | | Emission | Source | Frequency | 1 | Dark smoke | Running vehicles | Daily | 2 | Noise | Diesel engine | Operational hours | Running vehicles | Daily | 3 | Air pollution | Diesel engine | Operational hours | Running vehicles | Operational hours | 4 | Waste water | PCD | Scheduled inspection | Septic tank spillage | Weekly inspection | | Emission | Action Plan | PIC | 1 | Dark smoke | Inspection of vehicle condition | Exec/staff | 2 | Noise | Scheduled maintenance | Exec/staff | Complied |
| | Emission | Source | Frequency | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Dark smoke | Running vehicles | Daily | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Noise | Diesel engine | Operational hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Running vehicles | Daily | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Air pollution | Diesel engine | Operational hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Running vehicles | Operational hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Waste water | PCD | Scheduled inspection | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Septic tank spillage | Weekly inspection | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Emission | Action Plan | PIC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Dark smoke | Inspection of vehicle condition | Exec/staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Noise | Scheduled maintenance | Exec/staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | |
|-----------------------|---|---|---------------|----------------------------------|--------------------|------------|----------|--------|-------------|----------|
| | | | | Inspection of vehicle inspection | Exec/staff | | | | | |
| | | 3 | Air pollution | PMV maintenance as schedule | Exec/staff | | | | | |
| | | | | Inspection of vehicle condition | Exec/staff | | | | | |
| | | 4 | Waste water | Inspection of PCD for functional | Exec/staff/foreman | | | | | |
| | | | | Adherence to SW guidelines | | | | | | |
| | | | | Weekly line site inspection | | | | | | |
| | | | | Appropriate action on spillage | | | | | | |
| | | Records of periodical reporting of each of the above items were evident to support that the plans have been monitored. The plans were reviewed annually. | | | | | | | | |
| 4.5.1.4 | A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance - | This is available as elaborated in indicator 4.5.1.3 above. Improvement Plan for both short and long terms are detailed along with the identified issues. | | | | 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 - | <p>A training program is available in the Training Program 2023 updated on a yearly basis or revised as per the management requirement. Included in this program are subjects related to environment among others.</p> <ul style="list-style-type: none"> a) Environmental, safety & health policy, b) Scheduled waste management, c) Environmental responsibility, d) HCV & Biodiversity training <p>The training made in relation to environmental among others as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="width: 25%;">Subjects</td> <td style="width: 12.5%;">Palong</td> <td style="width: 12.5%;">Labis Bahru</td> </tr> </table> | | | | | Subjects | Palong | Labis Bahru | Complied |
| | Subjects | Palong | Labis Bahru | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | | | | | |
|-----------------------|---|--|-------------------------------------|-----------|------------|------------|--------|--------------|---|--------|------------|---|-------------|------------------------|----------|
| | | 1 | Manuring guidelines at buffer zone | 10/3/2023 | 26/09/2023 | | | | | | | | | | |
| | | 2 | Spraying guidelines at buffer zone | 07/2/2023 | 25/06/2023 | | | | | | | | | | |
| | | 3 | SW Management/Storage | 27/2/2023 | 13/06/2023 | | | | | | | | | | |
| | | 4 | ERP - Fire Drill/Flood/Spillages | 20/7/2023 | 08/08/2023 | | | | | | | | | | |
| | | 5 | Pollution Control Device Guidelines | 21/1/2023 | 22/02/2023 | | | | | | | | | | |
| 4.5.1.6 | <p>Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.</p> <p>- Major compliance -</p> | <p>The following forums are used by the estates in discussing concerns on environmental quality.</p> <p>a) Quarterly OSH meetings under agenda environmental</p> <p>b) Annual management review meeting. Discussion emphasized more on issues on water management plan, electricity use, diesel consumption, waste management, SIA plan, renewable energy, aspect/impact.</p> <p>c) Environmental Performance Monitoring Committee meeting Agenda among others as follows;</p> <ul style="list-style-type: none"> i. Environmental Conservation Monitoring ii. Zero Burning Compliance iii. HCV/buffer zone compliance iv. Regulatory Requirement Compliance Status v. EIA / EIE status vi. Training /Internal Audit Report <p>d) Dialogue/briefing during muster by the management to disseminate issues relating to environment:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th>Estate</th> <th>EPMC Meeting</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Palong</td> <td>20/07/2023</td> </tr> <tr> <td>2</td> <td>Labis Bahru</td> <td>19/09/2023, 21/06/2023</td> </tr> </tbody> </table> | | | | | Estate | EPMC Meeting | 1 | Palong | 20/07/2023 | 2 | Labis Bahru | 19/09/2023, 21/06/2023 | Complied |
| | Estate | EPMC Meeting | | | | | | | | | | | | | |
| 1 | Palong | 20/07/2023 | | | | | | | | | | | | | |
| 2 | Labis Bahru | 19/09/2023, 21/06/2023 | | | | | | | | | | | | | |

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|---------------|-------|------------|--|--|--|--|-------|------------|--|-------|------------|---|-----|------|---|------|------|---|-----|------|---|-----|------|---|-----|------|---|------|------|---|-------|------|----|-----|------|---|-----|------|----|-----|------|---|-----|------|----|-----|------|----------|
| | | Minutes were sighted and adequate in discussing the environmental issues. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.5.2: Efficiency of energy use and use of renewable energy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.2.1 | <p>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.</p> <p>- Major compliance -</p> | <p>The estates consistently monitor the monthly direct usage of diesel for the estate's operations are recorded. The quantity in mt is divided over the mt FFB produced (ratio) during the month. The performance is measured by this ratio to indicate the level of performance. The data is compiled for comparison and control for future improvement with aim of gradual reduction of diesel. There were measures as shown in the energy management plan to reduce and eliminate wastage among others as follows;</p> <ul style="list-style-type: none"> a) To ensure minimum balance FFB ramp balance to sustain the desired FFA at the mill. b) Timely servicing of vehicles to ensure efficient use of diesel & avoid leakages. c) Regular servicing of gen-sets for a better efficiency. d) Educate employees on fuel/electricity saving practices. <p>Variation of ratio in the analysis were explained and justified</p> <table border="1"> <thead> <tr> <th colspan="6">Palong Estate</th> </tr> <tr> <th></th> <th>Month</th> <th>Diesel/FFB</th> <th></th> <th>Month</th> <th>Diesel/FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>0.65</td> <td>7</td> <td>July</td> <td>0.53</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>0.66</td> <td>8</td> <td>Aug</td> <td>0.67</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>0.85</td> <td>9</td> <td>Sept</td> <td>0.41</td> </tr> <tr> <td>4</td> <td>April</td> <td>0.86</td> <td>10</td> <td>Oct</td> <td>0.54</td> </tr> <tr> <td>5</td> <td>May</td> <td>0.85</td> <td>11</td> <td>Nov</td> <td>0.91</td> </tr> <tr> <td>6</td> <td>Jun</td> <td>1.13</td> <td>12</td> <td>Dec</td> <td>0.48</td> </tr> </tbody> </table> | Palong Estate | | | | | | | Month | Diesel/FFB | | Month | Diesel/FFB | 1 | Jan | 0.65 | 7 | July | 0.53 | 2 | Feb | 0.66 | 8 | Aug | 0.67 | 3 | Mac | 0.85 | 9 | Sept | 0.41 | 4 | April | 0.86 | 10 | Oct | 0.54 | 5 | May | 0.85 | 11 | Nov | 0.91 | 6 | Jun | 1.13 | 12 | Dec | 0.48 | Complied |
| Palong Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Month | Diesel/FFB | | Month | Diesel/FFB | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Jan | 0.65 | 7 | July | 0.53 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Feb | 0.66 | 8 | Aug | 0.67 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Mac | 0.85 | 9 | Sept | 0.41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | April | 0.86 | 10 | Oct | 0.54 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | May | 0.85 | 11 | Nov | 0.91 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Jun | 1.13 | 12 | Dec | 0.48 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | | | Compliance |
|-----------------------|-------|---------------------|-------|------------|---------------|-------|------------|------------|
| | | Baseline 0.75 | | | Total 60836 L | | | |
| | | | Month | Kwh | | Month | Kwh | |
| | | 1 | Jan | 55910 | 7 | July | 60659 | |
| | | 2 | Feb | 57829 | 8 | Aug | 54958 | |
| | | 3 | Mac | 53195 | 9 | Sept | 53186 | |
| | | 4 | April | 50841 | 10 | Oct | 54169 | |
| | | 5 | May | 56199 | 11 | Nov | 55852 | |
| | | 6 | Jun | 53147 | 12 | Dec | 56307 | |
| | | | | | Total 672252 | | | |
| | | Labis Bahru Estate | | | | | | |
| | | | Month | Diesel/FFB | | Month | Diesel/FFB | |
| | | 1 | Jan | 0.60 | 7 | July | 0.48 | |
| | | 2 | Feb | 0.68 | 8 | Aug | 0.36 | |
| | | 3 | Mac | 0.73 | 9 | Sept | 0.34 | |
| | | 4 | April | 0.51 | 10 | Oct | 0.36 | |
| 5 | May | 0.52 | 11 | Nov | 0.36 | | | |
| 6 | Jun | 0.44 | 12 | Dec | 0.30 | | | |
| | | B/line | 0.59 | Total | 22981 L | | | |
| | Month | Kwh | | Month | Kwh | | | |
| 1 | Jan | 23329 | 7 | July | 25466 | | | |
| 2 | Feb | 26008 | 8 | Aug | 19731 | | | |
| 3 | Mac | 24362 | 9 | Sept | 22416 | | | |
| 4 | April | 24415 | 10 | Oct | 21914 | | | |
| 5 | May | 21752 | 11 | Nov | 21772 | | | |
| 6 | Jun | 22446 | 12 | Dec | 22165 | | | |

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | |
|---|---|---|------------|---------------|-------------|---|----------------|---------------------------|---|------------------|-----------------|-------------|--------------------------------|---|--------------|--------|---|-----------------|-----------------------|----------------------------|---------------------------------|--------------------------------------|----------|
| 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 - | The monthly record on energy consumption for both renewable and non-renewable sources were documented. It is monitored to optimise use of renewable energy. Data is being compiled for comparison and control for future improvement. Consumption of electricity is also recorded from the meters. Diesel utilisation is recorded at ratio vs the mt FFB. Graph is tabulated to see the trend of performance. The annual diesel and electricity estimates is provided in the annual budget. | Complied | | | | | | | | | | | | | | | | | | | | |
| 4.5.2.3 | The use of renewable energy should be applied where possible. - Minor compliance - | The fibre and shell are used in the mill 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 - | All waste products and sources and pollution has been identified in the Waste Management Plan 2023. It was reviewed on 04/02/2023 is described below; <table border="1" data-bbox="1048 1034 1865 1372"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Domestic waste</td> <td>Rubbish at estate complex</td> </tr> <tr> <td rowspan="3">2</td> <td rowspan="3">Industrial waste</td> <td>Fertilizer bags</td> </tr> <tr> <td>Scrap metal</td> </tr> <tr> <td>Disposed construction material</td> </tr> <tr> <td>3</td> <td>Sewage waste</td> <td>Sewage</td> </tr> <tr> <td rowspan="4">4</td> <td rowspan="4">Scheduled Waste</td> <td>SW 404 Clinical waste</td> </tr> <tr> <td>SW rags, plastics, filters</td> </tr> <tr> <td>Spent lubricant & hydraulic oil</td> </tr> <tr> <td>Disposed containers, bags, equipment</td> </tr> </tbody> </table> | | Type of waste | Description | 1 | Domestic waste | Rubbish at estate complex | 2 | Industrial waste | Fertilizer bags | Scrap metal | Disposed construction material | 3 | Sewage waste | Sewage | 4 | Scheduled Waste | SW 404 Clinical waste | SW rags, plastics, filters | Spent lubricant & hydraulic oil | Disposed containers, bags, equipment | Complied |
| | Type of waste | Description | | | | | | | | | | | | | | | | | | | | | |
| 1 | Domestic waste | Rubbish at estate complex | | | | | | | | | | | | | | | | | | | | | |
| 2 | Industrial waste | Fertilizer bags | | | | | | | | | | | | | | | | | | | | | |
| | | Scrap metal | | | | | | | | | | | | | | | | | | | | | |
| | | Disposed construction material | | | | | | | | | | | | | | | | | | | | | |
| 3 | Sewage waste | Sewage | | | | | | | | | | | | | | | | | | | | | |
| 4 | Scheduled Waste | SW 404 Clinical waste | | | | | | | | | | | | | | | | | | | | | |
| | | SW rags, plastics, filters | | | | | | | | | | | | | | | | | | | | | |
| | | Spent lubricant & hydraulic oil | | | | | | | | | | | | | | | | | | | | | |
| | | Disposed containers, bags, equipment | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|--|--|--|--|------------|------|-------------|--------------------|---|----------------|---------|--|---|------------------|-----------------|--|-------------|---|------|--|---|--------------|--------|---|---|-----------------|----------------|---|----------|
| | | | | contaminated with chemicals, pesticides, SW, | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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>The details of the waste management plan is described below; Both estates Palong and Labis Bahru Estates both reviewed the plan on 02/08/2023.</p> <table border="1"> <thead> <tr> <th></th> <th>Type</th> <th>Description</th> <th>Action to be taken</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Domestic waste</td> <td>Rubbish</td> <td>Collection/disposal min 2x /week externally Establish collection SOP Establish collection schedule & PIC Create awareness on hygiene Monitoring of line site</td> </tr> <tr> <td rowspan="3">2</td> <td rowspan="3">Industrial waste</td> <td>Fertilizer bags</td> <td>Inventory of bags, reuse for LF collection, sell to appointed contractor</td> </tr> <tr> <td>Scrap metal</td> <td>Inventory maintained, tender at zone level for sale to licensed contractor.</td> </tr> <tr> <td>POME</td> <td>Daily monitoring of application at designated fields a rate of 40mt/ha for mature areas.</td> </tr> <tr> <td>3</td> <td>Sewage waste</td> <td>Sewage</td> <td>To monitor during housing inspection and residents' complaints Engagement with licensed contractor for sewage management.</td> </tr> <tr> <td>4</td> <td>Scheduled Waste</td> <td>Clinical waste</td> <td>Inventory maintained. Storage in sharp bin in clinic. Disposal to Kualiti Alam Waste Management</td> </tr> </tbody> </table> | | | | | Type | Description | Action to be taken | 1 | Domestic waste | Rubbish | Collection/disposal min 2x /week externally Establish collection SOP Establish collection schedule & PIC Create awareness on hygiene Monitoring of line site | 2 | Industrial waste | Fertilizer bags | Inventory of bags, reuse for LF collection, sell to appointed contractor | Scrap metal | Inventory maintained, tender at zone level for sale to licensed contractor. | POME | Daily monitoring of application at designated fields a rate of 40mt/ha for mature areas. | 3 | Sewage waste | Sewage | To monitor during housing inspection and residents' complaints Engagement with licensed contractor for sewage management. | 4 | Scheduled Waste | Clinical waste | Inventory maintained. Storage in sharp bin in clinic. Disposal to Kualiti Alam Waste Management | Complied |
| | Type | Description | Action to be taken | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Domestic waste | Rubbish | Collection/disposal min 2x /week externally Establish collection SOP Establish collection schedule & PIC Create awareness on hygiene Monitoring of line site | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Industrial waste | Fertilizer bags | Inventory of bags, reuse for LF collection, sell to appointed contractor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Scrap metal | Inventory maintained, tender at zone level for sale to licensed contractor. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | POME | Daily monitoring of application at designated fields a rate of 40mt/ha for mature areas. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Sewage waste | Sewage | To monitor during housing inspection and residents' complaints Engagement with licensed contractor for sewage management. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Scheduled Waste | Clinical waste | Inventory maintained. Storage in sharp bin in clinic. Disposal to Kualiti Alam Waste Management | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | Compliance |
|-----------------------|--|--|---|--|------------|
| | | | | (licensed contractor) | |
| | | | SW rags, plastics, filters | Inventory maintained. Storage in scheduled waste store. Disposal to Kualiti Alam registered with DOE | |
| | | | Spent lubricant & hydraulic oil | Collection by licensed vendor. Inventory maintained. Disposal to Kualiti Alam registered with DOE | |
| | | | Disposed containers, bags, equipment contaminated with chemicals, pesticides, SW, | Inventory maintained. Storage in SW store. All containers are labeled. Empty containers collected by authorized vendor. Kualiti Alam registered with DOE | |
| 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>The SOP on Scheduled Waste disposal is established and implemented. The standard operation procedure for the estates / mill operations are available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a) Level 1 Integrated Management Manual b) Level 2 standard operating procedure/SPO OHS c) Level 3 work instruction d) Level 4 records. <p>Amendments are made should there be requirement to suit the local issues/situation.</p> | | | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------------|--|-------------------------------|--------|----------|-------|-------|-------|--|--|------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|----------------------------------|--|--|--|--|--|--|--|------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|--|------|--------|---|------|-------|---------|-------------|-------|---|----------|-------|---------|-------------|-------|---|----------|-------|--------------------|--|--|--|--|--|--|--|------|-------|-------|-------|-------|-------|-------|-------|---------|-------|---|-------|-------|-------|---|---|---------|-------|-------|-------|-------|---|-------|-------|---------|---|-------|--------|---|---|---|---|--|------|------------------|--|--|--|--|
| | <p>Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The CU scheduled waste is disposed to the following vendors registered with DOE.</p> <table border="1" data-bbox="1064 667 1870 794"> <thead> <tr> <th colspan="8">Palong Estate - Main Division</th> </tr> <tr> <th>Date</th> <th>SW409</th> <th>SW307</th> <th>SW109</th> <th>SW305</th> <th>SW110</th> <th>SW306</th> <th>SW410</th> </tr> </thead> <tbody> <tr> <td>31/7/23</td> <td>0.091</td> <td>0.180</td> <td>0.038</td> <td>0.375</td> <td>0.025</td> <td>0.105</td> <td>0.170</td> </tr> <tr> <td>06/3/23</td> <td>0.214</td> <td>0.060</td> <td>0.107</td> <td>0.102</td> <td>0.041</td> <td>0.210</td> <td>0.058</td> </tr> </tbody> </table> <table border="1" data-bbox="1064 821 1870 949"> <thead> <tr> <th colspan="8">Palong Estate - Kemedak Division</th> </tr> <tr> <th>Date</th> <th>SW409</th> <th>SW307</th> <th>SW109</th> <th>SW305</th> <th>SW110</th> <th>SW408</th> <th>SW410</th> </tr> </thead> <tbody> <tr> <td>27/7/23</td> <td>0.129</td> <td>0.189</td> <td>0.003</td> <td>0.129</td> <td>0.002</td> <td>0.080</td> <td>0.009</td> </tr> <tr> <td>01/2/23</td> <td>0.030</td> <td>0.209</td> <td>0.004</td> <td>0.208</td> <td>0.005</td> <td>0.021</td> <td>0.128</td> </tr> </tbody> </table> <table border="1" data-bbox="1064 973 1870 1069"> <thead> <tr> <th></th> <th>Date</th> <th>SW 404</th> <th>-</th> <th>Date</th> <th>SW404</th> </tr> </thead> <tbody> <tr> <td>11/5/23</td> <td>Palong Main</td> <td>0.006</td> <td>-</td> <td>08/12/22</td> <td>0.002</td> </tr> <tr> <td>11/5/23</td> <td>Kemedak Div</td> <td>0.002</td> <td>-</td> <td>08/12/22</td> <td>0.002</td> </tr> </tbody> </table> <table border="1" data-bbox="1064 1093 1870 1252"> <thead> <tr> <th colspan="8">Labis Bahru Estate</th> </tr> <tr> <th>Date</th> <th>SW409</th> <th>SW408</th> <th>SW109</th> <th>SW305</th> <th>SW110</th> <th>SW307</th> <th>SW410</th> </tr> </thead> <tbody> <tr> <td>13/8/23</td> <td>0.625</td> <td>-</td> <td>0.110</td> <td>0.983</td> <td>0.006</td> <td>-</td> <td>-</td> </tr> <tr> <td>06/3/23</td> <td>0.496</td> <td>0.273</td> <td>0.052</td> <td>0.858</td> <td>-</td> <td>0.074</td> <td>0.027</td> </tr> <tr> <td>16/5/23</td> <td>-</td> <td>SW404</td> <td>0.0015</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>The estates scheduled waste is disposed to the following vendors registered with DOE.</p> <table border="1" data-bbox="1064 1348 1870 1380"> <thead> <tr> <th></th> <th>Date</th> <th>SW Buyers/Vendor</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Palong Estate - Main Division | | | | | | | | Date | SW409 | SW307 | SW109 | SW305 | SW110 | SW306 | SW410 | 31/7/23 | 0.091 | 0.180 | 0.038 | 0.375 | 0.025 | 0.105 | 0.170 | 06/3/23 | 0.214 | 0.060 | 0.107 | 0.102 | 0.041 | 0.210 | 0.058 | Palong Estate - Kemedak Division | | | | | | | | Date | SW409 | SW307 | SW109 | SW305 | SW110 | SW408 | SW410 | 27/7/23 | 0.129 | 0.189 | 0.003 | 0.129 | 0.002 | 0.080 | 0.009 | 01/2/23 | 0.030 | 0.209 | 0.004 | 0.208 | 0.005 | 0.021 | 0.128 | | Date | SW 404 | - | Date | SW404 | 11/5/23 | Palong Main | 0.006 | - | 08/12/22 | 0.002 | 11/5/23 | Kemedak Div | 0.002 | - | 08/12/22 | 0.002 | Labis Bahru Estate | | | | | | | | Date | SW409 | SW408 | SW109 | SW305 | SW110 | SW307 | SW410 | 13/8/23 | 0.625 | - | 0.110 | 0.983 | 0.006 | - | - | 06/3/23 | 0.496 | 0.273 | 0.052 | 0.858 | - | 0.074 | 0.027 | 16/5/23 | - | SW404 | 0.0015 | - | - | - | - | | Date | SW Buyers/Vendor | | | | |
| Palong Estate - Main Division | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date | SW409 | SW307 | SW109 | SW305 | SW110 | SW306 | SW410 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31/7/23 | 0.091 | 0.180 | 0.038 | 0.375 | 0.025 | 0.105 | 0.170 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 06/3/23 | 0.214 | 0.060 | 0.107 | 0.102 | 0.041 | 0.210 | 0.058 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palong Estate - Kemedak Division | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date | SW409 | SW307 | SW109 | SW305 | SW110 | SW408 | SW410 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27/7/23 | 0.129 | 0.189 | 0.003 | 0.129 | 0.002 | 0.080 | 0.009 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01/2/23 | 0.030 | 0.209 | 0.004 | 0.208 | 0.005 | 0.021 | 0.128 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | SW 404 | - | Date | SW404 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11/5/23 | Palong Main | 0.006 | - | 08/12/22 | 0.002 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11/5/23 | Kemedak Div | 0.002 | - | 08/12/22 | 0.002 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Labis Bahru Estate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date | SW409 | SW408 | SW109 | SW305 | SW110 | SW307 | SW410 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13/8/23 | 0.625 | - | 0.110 | 0.983 | 0.006 | - | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 06/3/23 | 0.496 | 0.273 | 0.052 | 0.858 | - | 0.074 | 0.027 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16/5/23 | - | SW404 | 0.0015 | - | - | - | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | SW Buyers/Vendor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|---|------------|----------------------|------------|---------------|---------|--------|----------|-----------------------|----------------|-----------|-----------------------|----------------------------|-----------|-----------------------|----------|---------------------------|-------|-------|---|------------------------|--------|---------|---|-----------------------|---|---------|--|---------------------|---|-------|----------|
| | | Palong Estate | 30/04/2023 | Kualiti Alam Sdn Bhd | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Labis Bahru Estate | 30/04/2023 | Kualiti Alam Sdn Bhd | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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>KMB adopted the guidelines provided by the Agriculture Department on the empty chemical’s containers management. All empty chemical containers in both estates and mill were triple rinsed, and disposed through approved licensed contractor G-Plxxxxx Sdn Bhd and SX Sxxxx Tekxxxxxx Enterprise for Labis Bahru and Palong Estate respectively Record of disposal made as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>L Bahru</th> <th>Palong</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td>20/9/2023</td> <td>20/7/2023</td> </tr> <tr> <td>1</td> <td>20 L pesticides containers</td> <td>75 pcs</td> <td>13 pcs</td> </tr> <tr> <td>2</td> <td>4 L pesticides containers</td> <td>6 pcs</td> <td>18 kg</td> </tr> <tr> <td>3</td> <td>Storm – Rat Bait Boxes</td> <td>71 pcs</td> <td>743 pcs</td> </tr> <tr> <td>4</td> <td>Empty fertilizer bags</td> <td>-</td> <td>1268 kg</td> </tr> <tr> <td></td> <td>Spraying Containers</td> <td>-</td> <td>27 kg</td> </tr> </tbody> </table> | | | | Date | L Bahru | Palong | | | 20/9/2023 | 20/7/2023 | 1 | 20 L pesticides containers | 75 pcs | 13 pcs | 2 | 4 L pesticides containers | 6 pcs | 18 kg | 3 | Storm – Rat Bait Boxes | 71 pcs | 743 pcs | 4 | Empty fertilizer bags | - | 1268 kg | | Spraying Containers | - | 27 kg | Complied |
| | Date | L Bahru | Palong | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 20/9/2023 | 20/7/2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 20 L pesticides containers | 75 pcs | 13 pcs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 4 L pesticides containers | 6 pcs | 18 kg | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Storm – Rat Bait Boxes | 71 pcs | 743 pcs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Empty fertilizer bags | - | 1268 kg | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Spraying Containers | - | 27 kg | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.3.5 | <p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p> | <p>Domestic waste disposal for the estates is made through the collection and disposal at the respective landfill sites. Palong Estate manages the same landfill for the Palong Cocoa Palm Oil Mill. Collection 2 to 3 times a week.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Palong</td> <td>P12 - B1</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>Palong Kemedak</td> <td>P11 - B3</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>Labis Bahru</td> <td>P 08 - B1</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table> <p>All the landfill sites were visited and verified for compliance. Records of disposal maintained by the estates recorded in logbook. Both were sighted and verified.</p> | | | Estate | Landfill site | Remarks | Palong | P12 - B1 | Collection 2/3 x week | Palong Kemedak | P11 - B3 | Collection 2/3 x week | Labis Bahru | P 08 - B1 | Collection 2/3 x week | Complied | | | | | | | | | | | | | | | | |
| Estate | Landfill site | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palong | P12 - B1 | Collection 2/3 x week | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palong Kemedak | P11 - B3 | Collection 2/3 x week | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Labis Bahru | P 08 - B1 | Collection 2/3 x week | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | |
|---|--|--|-------------------------|--------|---|-----|--|---|-------|---|-----------------|
| Criterion 4.5.4: Reduction of pollution and emission | | | | | | | | | | | |
| <p>4.5.4.1 An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.</p> <p>- Major compliance -</p> | <p>The polluting activities are identified and documented in the Environmental Aspect & Impact Identification. From the EIA, it will be evaluated for the impact. The identified impact if any will be included in the management plan. The evaluation is documented in the Environmental Impact Evaluation. It was last reviewed on July 2023. Areas of focus include activities at the chemical store / workshop / store / scheduled waste / diesel tank / boiler house / effluent pond / WTP.</p> <p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. (SM/5.2/EAI) and (SM/5.2/EIE) which covers estates and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p> <table border="1" data-bbox="1048 1139 1870 1394"> <thead> <tr> <th></th> <th>Environmental Receptors</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Water discharges – Cleaning water/run-off/process station waters (hydro</td> </tr> </tbody> </table> | | Environmental Receptors | Source | 1 | Air | Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping). | 2 | Water | Water discharges – Cleaning water/run-off/process station waters (hydro | <p>Complied</p> |
| | Environmental Receptors | Source | | | | | | | | | |
| 1 | Air | Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping). | | | | | | | | | |
| 2 | Water | Water discharges – Cleaning water/run-off/process station waters (hydro | | | | | | | | | |

| Criterion / Indicator | | Assessment Findings | | Compliance | | | | | | | | | | | | |
|-----------------------|--|--|--|------------|---------------------|--|---|---|--|---|----------------------------------|--------------------------------|---|--------------------------|---------------------------|----------|
| | | | <p>cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down</p> <table border="1"> <tr> <td>3</td> <td>Land</td> <td>Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.</td> </tr> </table> <p>Pollution prevention plan and waste management action plan” is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among of action has been taken by CU were:</p> <ul style="list-style-type: none"> a) Scheduled wastes – were disposed through Kualiti Alam Sdn Bhd b) Domestic wastes are disposed to respective landfill 2x/3x weekly located far from housing complexes and waterways. c) Full compliance to zero burning practices. | 3 | Land | Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics. | | | | | | | | | | |
| 3 | Land | Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics. | | | | | | | | | | | | | | |
| 4.5.4.2 | <p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p>- Major compliance -</p> | <p>The GHG emissions due to the operations is identified and recorded in the palm GHG version 3.01.</p> <p>The emission reduction plan for the estates includes reduction of fertilizer usage by embarking organic fertilizer and installation of biogas plan.</p> <table border="1"> <thead> <tr> <th></th> <th>Issues & Strategies</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Reduce diesel consumption at estates operations</td> <td>To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage</td> </tr> <tr> <td>2</td> <td>Reduce smoke emission to the air</td> <td>Implement PMV for all vehicles</td> </tr> <tr> <td>3</td> <td>Reduce electricity usage</td> <td>Monitor usage vs baseline</td> </tr> </tbody> </table> | | | Issues & Strategies | Action Plan | 1 | Reduce diesel consumption at estates operations | To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage | 2 | Reduce smoke emission to the air | Implement PMV for all vehicles | 3 | Reduce electricity usage | Monitor usage vs baseline | Complied |
| | Issues & Strategies | Action Plan | | | | | | | | | | | | | | |
| 1 | Reduce diesel consumption at estates operations | To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage | | | | | | | | | | | | | | |
| 2 | Reduce smoke emission to the air | Implement PMV for all vehicles | | | | | | | | | | | | | | |
| 3 | Reduce electricity usage | Monitor usage vs baseline | | | | | | | | | | | | | | |

| Criterion / Indicator | | Assessment Findings | | | | | | | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|------|-------|------|-------|------|-------|------|----------|-----|---|----------|--|--|---------|---|---|---|---|---|---|---|---|---|---|---|----------|------|------|------|------|------|------|------|------|-----|-----|---|----------|------|------|------|------|------|------|------|------|-----|-----|---|----------|------|------|------|------|------|------|------|------|-----|-----|---|----------|------|------|------|------|------|------|------|------|-----|-----|--|------|-------|--|-------|--|-------|--|-------|--|----------|--|--|--------|---|---|---|---|---|---|---|---|---|---|---|----------|------|------|------|------|------|------|------|------|-----|-----|----------------------|
| | | | | | | | | | | | | Install capacitor at identified large power consumption motor Install LED bulb for the lighting system | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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> <p>a. Assessment of water usage and sources of supply.</p> <p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</p> <p>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.).</p> <p>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> <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>a.The Water Management Plan 2023 for the estates has been established. with latest review both made on 01/08/2023 for both the estates. The plan emphasized on the following areas.</p> <p>a) Water source</p> <p>b) Efficient use of water</p> <p>c) Renewability of water source</p> <p>d) Avoidance of surface and ground water contamination</p> <p>b.The management monitors the water quality through water sampling:</p> <p>Monitoring of upstream, and downstream of water streams within the estates. Sighted and verified the following analysis for the respective estates.</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th colspan="2">P06</th> <th colspan="2">P00</th> <th colspan="2">P05</th> <th colspan="2">P04</th> <th colspan="2">Standard</th> </tr> <tr> <th></th> <th>L Bahru</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>15/01/23</td> <td>0.12</td> <td>0.37</td> <td>0.09</td> <td>0.47</td> <td>0.05</td> <td>0.71</td> <td>0.16</td> <td>0.30</td> <td>0.2</td> <td>7.0</td> </tr> <tr> <td>2</td> <td>14/05/23</td> <td>0.05</td> <td>1.23</td> <td>0.02</td> <td>0.23</td> <td>0.07</td> <td>1.56</td> <td>0.02</td> <td>0.12</td> <td>0.2</td> <td>7.0</td> </tr> <tr> <td>3</td> <td>12/07/23</td> <td>0.19</td> <td>2.28</td> <td>0.01</td> <td>0.47</td> <td>0.15</td> <td>1.74</td> <td>0.09</td> <td>0.29</td> <td>0.2</td> <td>7.0</td> </tr> <tr> <td>4</td> <td>05/10/23</td> <td>0.05</td> <td>0.18</td> <td>0.05</td> <td>0.05</td> <td>0.05</td> <td>0.16</td> <td>0.05</td> <td>0.01</td> <td>0.2</td> <td>7.0</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th colspan="2">P13/4</th> <th colspan="2">P13/7</th> <th colspan="2">P12/3</th> <th colspan="2">P07/1</th> <th colspan="2">Standard</th> </tr> <tr> <th></th> <th>Palong</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> <th>P</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>06/09/23</td> <td>0.05</td> <td>0.75</td> <td>0.05</td> <td>0.77</td> <td>0.05</td> <td>1.58</td> <td>0.05</td> <td>1.48</td> <td>0.2</td> <td>7.0</td> </tr> </tbody> </table> | | Date | P06 | | P00 | | P05 | | P04 | | Standard | | | L Bahru | P | N | P | N | P | N | P | N | P | N | 1 | 15/01/23 | 0.12 | 0.37 | 0.09 | 0.47 | 0.05 | 0.71 | 0.16 | 0.30 | 0.2 | 7.0 | 2 | 14/05/23 | 0.05 | 1.23 | 0.02 | 0.23 | 0.07 | 1.56 | 0.02 | 0.12 | 0.2 | 7.0 | 3 | 12/07/23 | 0.19 | 2.28 | 0.01 | 0.47 | 0.15 | 1.74 | 0.09 | 0.29 | 0.2 | 7.0 | 4 | 05/10/23 | 0.05 | 0.18 | 0.05 | 0.05 | 0.05 | 0.16 | 0.05 | 0.01 | 0.2 | 7.0 | | Date | P13/4 | | P13/7 | | P12/3 | | P07/1 | | Standard | | | Palong | P | N | P | N | P | N | P | N | P | N | 1 | 06/09/23 | 0.05 | 0.75 | 0.05 | 0.77 | 0.05 | 1.58 | 0.05 | 1.48 | 0.2 | 7.0 | Minor Non-compliance |
| | Date | P06 | | P00 | | P05 | | P04 | | Standard | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | L Bahru | P | N | P | N | P | N | P | N | P | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 15/01/23 | 0.12 | 0.37 | 0.09 | 0.47 | 0.05 | 0.71 | 0.16 | 0.30 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 14/05/23 | 0.05 | 1.23 | 0.02 | 0.23 | 0.07 | 1.56 | 0.02 | 0.12 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 12/07/23 | 0.19 | 2.28 | 0.01 | 0.47 | 0.15 | 1.74 | 0.09 | 0.29 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 05/10/23 | 0.05 | 0.18 | 0.05 | 0.05 | 0.05 | 0.16 | 0.05 | 0.01 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | P13/4 | | P13/7 | | P12/3 | | P07/1 | | Standard | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Palong | P | N | P | N | P | N | P | N | P | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 06/09/23 | 0.05 | 0.75 | 0.05 | 0.77 | 0.05 | 1.58 | 0.05 | 1.48 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|--------------------|-------------|-------------|----------|--------|------|------|------|------|-----|-----|--|--|--|--|--|--|--|--|--|------|----|-----------|----|----|----------|--------|---|----------|------|------|----------|-----|--------|--------|---|----------|-----|---|-----|---|-----|-----|--|--|--|--|--|---------------|--------------|-----|---|--------------------------------------|--|--------------------|---|---------------------------------------|--|--------------------|--|-------------|-------------|--|-------------|-------------|--|
| <p>- Major compliance -</p> | <table border="1" data-bbox="1072 432 1859 464"> <tr> <td>2</td> <td>16/08/23</td> <td>0.05</td> <td>0.36</td> <td>0.05</td> <td>1.29</td> <td>0.05</td> <td>1.17</td> <td>0.05</td> <td>1.59</td> <td>0.2</td> <td>7.0</td> </tr> </table> <table border="1" data-bbox="1072 491 1859 616"> <tr> <th colspan="8">Drinking water sampling - Kemedak Division</th> </tr> <tr> <th></th> <th>Date</th> <th>pH</th> <th>Turbidity</th> <th>Al</th> <th>Cl</th> <th>Coliform</th> <th>E coli</th> </tr> <tr> <td>1</td> <td>25/05/23</td> <td>7.20</td> <td>0.64</td> <td>ND < 0.2</td> <td>1.4</td> <td>ND <10</td> <td>ND <10</td> </tr> <tr> <td>2</td> <td>Standard</td> <td>6-9</td> <td>5</td> <td>0.2</td> <td>5</td> <td>Nil</td> <td>Nil</td> </tr> </table> <p>c. Included therein are the following documents which were sighted and verified;</p> <table border="1" data-bbox="1072 724 1859 1182"> <tr> <th colspan="4">Contingency plan during water shortage</th> </tr> <tr> <th></th> <th>Area/incident</th> <th>Action steps</th> <th>PIC</th> </tr> <tr> <td>1</td> <td>Water shortage/ prolonged dry season</td> <td>To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water supply from neighbouring estates</td> <td>Executives / Staff</td> </tr> <tr> <td>2</td> <td>Severe water pollution/ contamination</td> <td>To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water outsourced supply.</td> <td>Executives / Staff</td> </tr> </table> <p>d. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the River Reserve Management (Management of River Reserve in Kulim Malaysia Berhad dated 01/11/2018). The buffer zones established are as following:</p> <table border="1" data-bbox="1072 1362 1859 1394"> <tr> <th></th> <th>River width</th> <th>Buffer Zone</th> <th></th> <th>River width</th> <th>Buffer Zone</th> </tr> </table> | 2 | 16/08/23 | 0.05 | 0.36 | 0.05 | 1.29 | 0.05 | 1.17 | 0.05 | 1.59 | 0.2 | 7.0 | Drinking water sampling - Kemedak Division | | | | | | | | | Date | pH | Turbidity | Al | Cl | Coliform | E coli | 1 | 25/05/23 | 7.20 | 0.64 | ND < 0.2 | 1.4 | ND <10 | ND <10 | 2 | Standard | 6-9 | 5 | 0.2 | 5 | Nil | Nil | Contingency plan during water shortage | | | | | Area/incident | Action steps | PIC | 1 | Water shortage/ prolonged dry season | To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water supply from neighbouring estates | Executives / Staff | 2 | Severe water pollution/ contamination | To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water outsourced supply. | Executives / Staff | | River width | Buffer Zone | | River width | Buffer Zone | |
| 2 | 16/08/23 | 0.05 | 0.36 | 0.05 | 1.29 | 0.05 | 1.17 | 0.05 | 1.59 | 0.2 | 7.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Drinking water sampling - Kemedak Division | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | pH | Turbidity | Al | Cl | Coliform | E coli | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 25/05/23 | 7.20 | 0.64 | ND < 0.2 | 1.4 | ND <10 | ND <10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Standard | 6-9 | 5 | 0.2 | 5 | Nil | Nil | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Contingency plan during water shortage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Area/incident | Action steps | PIC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Water shortage/ prolonged dry season | To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water supply from neighbouring estates | Executives / Staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Severe water pollution/ contamination | To obtain water from SAJ To train/educate staff/workers to conserve water. To seek assistance from SAJ To obtain treated water outsourced supply. | Executives / Staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | River width | Buffer Zone | | River width | Buffer Zone | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | | | Compliance |
|---|--|---|---------|------|---|--------|------|------------|
| | | 1 | >40 m | 50 m | 4 | 5-10 m | 10 m | |
| | | 2 | 20-40 m | 40 m | 5 | <5 m | 5 m | |
| | | 3 | 10-20 m | 20 m | - | - | - | |
| | | <p>e. There is no removal of natural vegetation in riparian areas.</p> <p>f. There is a tube/ bore well available in Palong Estate Kemedak Division located at P 11 Block 2. Water Management Plan for Tube Well was not recorded. During site visit at Palong Estate (Kemedak Division), it was confirmed the availability of Tube Well at P11 Block 2 however there is no water management plan prepared for tube well and there was no record of ground water table measurement being made by the estate. Thus, Minor NC was raised.</p> | | | | | | |
| 4.5.5.2 | No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance - | This is in compliance by the estates. This requirement is also audited internally by the Sustainability Department personnel. During the field visit no construction of such was observed. | | | | | | Complied |
| 4.5.5.3 | 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). - Minor compliance - | During the site visit practices of water harvesting are noted mainly constructed on flat areas in both estates. Roadside pits were also available at every 3 palm rows, to divert in event of water overflowing and also to benefit the nearest palm at the pit end to obtain additional moisture. This is part of the common practices introduced within the Group Agriculture Procedures. | | | | | | Complied |
| Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value | | | | | | | | |
| 4.5.6.1 | 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: a) Identification of high biodiversity value habitats, such as rare | The latest assessment conducted was in January 2008 for Palong Cocoa Complex Supply Base Estates respectively. The assessment was conducted by <i>A.J.F.M Dekker</i> . The assessment was made in relation to the Rapid Biodiversity Assessment. The report had | | | | | | Complied |

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|--|---------------------------|--------------------|--|------------|--------|-----------------|--|--------------|--------|-------------|---|-------------|--|---------------------------|--------------------|--|--------|------------------|--|--------|-------------|--|--|--|--|--|
| | <p>and threatened ecosystems, that could be significantly affected by the grower(s) activities.</p> <p>b) Conservation status (<i>e.g.</i> 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), that could be significantly affected by the grower(s) activities.</p> <p>- Major compliance -</p> | <p>identified the list of natural habitats that is possible present in the operating units. The reports detail the findings of a rapid appraisal of the biodiversity in the estates and address the RSPO P&C/MSPO relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</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>In all the estates within the Palong Cocoa Complex Supply Base the HCV present is as per HCV summary shown in below table. There were no primary forest habitats present at any of the estates. There is also no wildlife neither reported nor observed by the employees. The estates within contains pockets of semi-natural vegetation. Other observation as recorded below;</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Estate</th> <th colspan="2">Natural habitat</th> <th rowspan="2">Water bodies</th> </tr> <tr> <th>Within</th> <th>At boundary</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Labis Bahru</td> <td>Strips of degraded forest, riparian, very degraded swamp</td> <td>Degraded forest, riparian</td> <td>As per HCV summary</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Estate</th> <th colspan="2">Wildlife species</th> </tr> <tr> <th>Within</th> <th>At boundary</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | | | | | Estate | Natural habitat | | Water bodies | Within | At boundary | 1 | Labis Bahru | Strips of degraded forest, riparian, very degraded swamp | Degraded forest, riparian | As per HCV summary | | Estate | Wildlife species | | Within | At boundary | | | | | |
| | Estate | Natural habitat | | Water bodies | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Within | At boundary | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Labis Bahru | Strips of degraded forest, riparian, very degraded swamp | Degraded forest, riparian | As per HCV summary | | | | | | | | | | | | | | | | | | | | | | | | |
| | Estate | Wildlife species | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Within | At boundary | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|------------------------|---------------------|-------------|--|-----------------------------|------------|--|--------------------|----------|----|------|---|--------------------|--------|------|-------|---|-------------------|--------|------|-------|---|---------------|--------|------|-------|---|-------|--------|------|-------|--|-------|--|-------|--|--|----------------------|----------|----|------|---|------|--------------|------|-------|---|--------|-------------|------|-------|---|----------------|--------------|------|-------|---|---------------|---------------|------|-------|--|-------|--|------|--|--|------------------------|----------|----|------|---|-------------------|--------|------|-------|---|------|----------|-------|-------|---|-------------|------------|------|-------|---|-----------|----------|------|-------|---|-------|----------|------|--|--|-------|--|-------|--|
| | | 1 | Labis Bahru | Black shouldered kite, crested serpent eagle, purple heron, kingfishers, red wattled lapwing | Storks, long tailed macaque | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>The HCV identified in both the estates as summarized as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>Labis Bahru Estate</th> <th>Location</th> <th>Ha</th> <th>Type</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Pond & Buffer Zone</td> <td>P08/03</td> <td>5.02</td> <td>HCV 4</td> </tr> <tr> <td>2</td> <td>Swamp (Plantable)</td> <td>P03/03</td> <td>3.12</td> <td>HCV 4</td> </tr> <tr> <td>3</td> <td>Pocket Forest</td> <td>P07/03</td> <td>5.88</td> <td>HCV 4</td> </tr> <tr> <td>4</td> <td>Swamp</td> <td>P08/02</td> <td>0.51</td> <td>HCV 4</td> </tr> <tr> <td></td> <td>Total</td> <td></td> <td>14.53</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Palong Estate - Main</th> <th>Location</th> <th>Ha</th> <th>Type</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Pond</td> <td>P12/2, P12/3</td> <td>1.19</td> <td>HCV 4</td> </tr> <tr> <td>2</td> <td>Drains</td> <td>P12/P08/P07</td> <td>2.72</td> <td>HCV 4</td> </tr> <tr> <td>3</td> <td>Boundary Drain</td> <td>P13/7, P13/8</td> <td>0.94</td> <td>HCV 4</td> </tr> <tr> <td>5</td> <td>Pocket Forest</td> <td>P07/01, P08/2</td> <td>0.83</td> <td>HCV 2</td> </tr> <tr> <td></td> <td>Total</td> <td></td> <td>5.68</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Palong Estate /Kemedak</th> <th>Location</th> <th>Ha</th> <th>Type</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>River Buffer Zone</td> <td>P10K/1</td> <td>1.23</td> <td>HCV 4</td> </tr> <tr> <td>2</td> <td>Pond</td> <td>P10K/11K</td> <td>11.01</td> <td>HCV 4</td> </tr> <tr> <td>3</td> <td>Buffer Zone</td> <td>P12K/1 - 3</td> <td>1.47</td> <td>HCV 4</td> </tr> <tr> <td>4</td> <td>Sanctuary</td> <td>P12K/96B</td> <td>1.05</td> <td>HCV 2</td> </tr> <tr> <td>5</td> <td>Swamp</td> <td>P12K/06B</td> <td>0.30</td> <td></td> </tr> <tr> <td></td> <td>Total</td> <td></td> <td>15.06</td> <td></td> </tr> </tbody> </table> <p>There is also no wildlife neither reported nor observed by the</p> | | | | | | | | Labis Bahru Estate | Location | Ha | Type | 1 | Pond & Buffer Zone | P08/03 | 5.02 | HCV 4 | 2 | Swamp (Plantable) | P03/03 | 3.12 | HCV 4 | 3 | Pocket Forest | P07/03 | 5.88 | HCV 4 | 4 | Swamp | P08/02 | 0.51 | HCV 4 | | Total | | 14.53 | | | Palong Estate - Main | Location | Ha | Type | 1 | Pond | P12/2, P12/3 | 1.19 | HCV 4 | 2 | Drains | P12/P08/P07 | 2.72 | HCV 4 | 3 | Boundary Drain | P13/7, P13/8 | 0.94 | HCV 4 | 5 | Pocket Forest | P07/01, P08/2 | 0.83 | HCV 2 | | Total | | 5.68 | | | Palong Estate /Kemedak | Location | Ha | Type | 1 | River Buffer Zone | P10K/1 | 1.23 | HCV 4 | 2 | Pond | P10K/11K | 11.01 | HCV 4 | 3 | Buffer Zone | P12K/1 - 3 | 1.47 | HCV 4 | 4 | Sanctuary | P12K/96B | 1.05 | HCV 2 | 5 | Swamp | P12K/06B | 0.30 | | | Total | | 15.06 | |
| | Labis Bahru Estate | Location | Ha | Type | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Pond & Buffer Zone | P08/03 | 5.02 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Swamp (Plantable) | P03/03 | 3.12 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Pocket Forest | P07/03 | 5.88 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Swamp | P08/02 | 0.51 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | | 14.53 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Palong Estate - Main | Location | Ha | Type | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Pond | P12/2, P12/3 | 1.19 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Drains | P12/P08/P07 | 2.72 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Boundary Drain | P13/7, P13/8 | 0.94 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Pocket Forest | P07/01, P08/2 | 0.83 | HCV 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | | 5.68 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Palong Estate /Kemedak | Location | Ha | Type | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | River Buffer Zone | P10K/1 | 1.23 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Pond | P10K/11K | 11.01 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Buffer Zone | P12K/1 - 3 | 1.47 | HCV 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Sanctuary | P12K/96B | 1.05 | HCV 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Swamp | P12K/06B | 0.30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | | 15.06 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Criterion / Indicator | Assessment Findings | Compliance |
|---|--|-----------------|
| <p>4.5.6.2 If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> 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>- Major compliance -</p> | <p>employees.</p> <p>There is no RTE or high biodiversity value at Palong Cocoa CU complex. The management and monitoring plan for HCV/Biodiversity areas was established and reviewed annually. There were displays of signage made at site i.e.</p> <ul style="list-style-type: none"> a) No fishing, no manuring, b) no spraying, no slashing, no swimming <p>There were programs held by the estates to all employees in pertaining to the awareness of HCV areas and RTE species. Interview with the employees concluded that training and briefing were made during the ad-hoc session and morning muster. This is also emphasized during the training held by the SID programs. Employees are aware of the following reminders;</p> <ul style="list-style-type: none"> a) An offence to capture, harm, kills any wildlife. b) Disciplinary measures shall be taken if found violating company rules. c) Riparian buffer zone to be free from any chemicals application/pollution d) Relevant signs <i>NO HUNTING NO FELLING ALLOWED</i> | <p>Complied</p> |
| <p>4.5.6.3 A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p> <p>- Major compliance -</p> | <p>The Biodiversity Improvement Plan 2023 had identified the plan. Among others consists of the following. It was reviewed annually recent being Kan 2023 for both Labis Bahru Estate and Palong Estate.</p> <ul style="list-style-type: none"> a) To continue educating the workers regarding RTE. Workers interviewed confirmed that they are aware of no hunting is permitted in and within the estate. | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|-------------|---------|--------|-------------|---|-------------------------------|-----------|------------|---|--|-----------|------------|---|----------------|-----------|-----------|---|----------------------------|-----------|------------|---|-------------------------|-----------|------------|--|
| | | b) Regular educating the employees via morning muster briefing about the need to protect the RTE species. c) Appropriate disciplinary measures will be taken if found violated. d) Information pertaining RTE and relevant CU policies were displayed at the display boards. e) Buffer zone establishment to map areas and install buffer zone pegs. f) Encroachment control in HCV area and monitoring Training in relation to the RTE/HCV management for the estates as shown below: <table border="1" data-bbox="1048 802 1868 1070"> <thead> <tr> <th></th> <th>Subject</th> <th>Palong</th> <th>Labis Bahru</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Biodiversity & IPM management</td> <td>10/3/2023</td> <td>19/01/2023</td> </tr> <tr> <td>2</td> <td>Fertilizer application /buffer zone area</td> <td>10/3/2023</td> <td>28/08/2023</td> </tr> <tr> <td>3</td> <td>Water sampling</td> <td>06/2/2023</td> <td>05/2/2023</td> </tr> <tr> <td>4</td> <td>HCV/Biodiversity - weeding</td> <td>09/2/2023</td> <td>25/06/2023</td> </tr> <tr> <td>5</td> <td>RTE protection/ penalty</td> <td>10/3/2023</td> <td>18/08/2023</td> </tr> </tbody> </table> | | Subject | Palong | Labis Bahru | 1 | Biodiversity & IPM management | 10/3/2023 | 19/01/2023 | 2 | Fertilizer application /buffer zone area | 10/3/2023 | 28/08/2023 | 3 | Water sampling | 06/2/2023 | 05/2/2023 | 4 | HCV/Biodiversity - weeding | 09/2/2023 | 25/06/2023 | 5 | RTE protection/ penalty | 10/3/2023 | 18/08/2023 | |
| | Subject | Palong | Labis Bahru | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Biodiversity & IPM management | 10/3/2023 | 19/01/2023 | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Fertilizer application /buffer zone area | 10/3/2023 | 28/08/2023 | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Water sampling | 06/2/2023 | 05/2/2023 | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | HCV/Biodiversity - weeding | 09/2/2023 | 25/06/2023 | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | RTE protection/ penalty | 10/3/2023 | 18/08/2023 | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 - | There is no land preparation by burning at the estates audited. Sustainability handbook has described therein on Environmental Policy (signed by the Managing Director) to include the adoption of Zero Open Burning Policy dated 01/10/ 2021. The management endorsed commitment to fully comply with the Malaysian environmental law – EQA and Regulations 1974. | Complied | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.7.2 | A special approval from the relevant authorities shall be sought | There is no land preparation by means of burning at both the estates. | N/A | | | | | | | | | | | | | | | | | | | | | | | | |

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|--|------------|
| | 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 - | This is confirmed through observation during the field visits and interview with the workers. | |
| 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 - | There is no land preparation by means of burning at both the estates. This is confirmed through observation during the field visits and interview with the workers. | N/A |
| 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 management strictly enforces the practice of Zero open burning as outlined in the Sustainability Policy. The operating units consistently adhere to this policy for any replanting activities. Field visits and interviews with workers confirmed that no open burning is being practiced in the estates. Additionally, the audit conducted on the estate revealed no instances of open burning activities. | 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 - | Kulim (Malaysia) Berhad has established Standard Operating Procedure as guidance for daily operation for the mills and estates. The estates hold 3 SOPs as follows: 1. Agriculture Manual updated 2019 (for Plantations). 2. Sustainable Management System dated 2020. 3. Safety Work Procedure dated 2009. The management has established a system to monitor the mill operation such as Internal Audit, Operational Checklist, Workplace | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|--|--|------------|
| | | Inspection, Management Review Meeting and Mill/Estates Inspection Visit. As part of the monitoring process, the estate conducted daily monitoring on the work process besides receiving visitors from the agronomist, plantation advisor and internal audit department. | |
| 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 - | Kulim (M) Berhad has established Agriculture Manual under topic Replanting: Terrance & Platform Construction. The manual limits the construction on hilly area at 25 slope degree. Areas with greater than 25-degree slope are not to be planted but be left for biodiversity purposes. | Complied |
| 4.6.1.3 | A visual identification or reference system shall be established for each field. - Major compliance - | Both Estates visited had a visual identification/reference system for each established field/block and maps established. Field numbers and hectare was marked on palms and in some areas on concrete slaps. Sample for Labis Bahru Estate Field No: P06 Block 1 Hectarage: 33.42ha SPH: 138 Year of Planting: 2006 Material Seedlings: Kulim DXP Sample for Palong Estate Field No: P06 K Hectarage: 33.42ha SPH: 13 Year of Planting: 2006 | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | |
|---|---|--|------------|------|--------|------|------|------|-------------|--------|---|---|---|--------|--------|-------|---|---|---|---|----------|
| | | Material Seedlings: EPA DXP | | | | | | | | | | | | | | | | | | | |
| 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 business or management plan for the estates were presented in the form of annual budget with 5 years projection. The annual budget contains the crop projection and the finance allocation for field operation & administrations and CAPEX. The management has their monthly progress report known as Expenditure Comment and regular meetings to monitor the expenditure to ensure the budget is not overrun. | 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 - | The estates have their replanting programme which have the projection until five years. The hectarage to be replanted based on the programme is as follows: <table border="1" data-bbox="1048 898 1865 1002"> <thead> <tr> <th>Estate</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Labis Bharu</td> <td>249.06</td> <td>-</td> <td>-</td> <td>-</td> <td>122.79</td> </tr> <tr> <td>Palong</td> <td>62.76</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> | Estate | 2024 | 2025 | 2026 | 2027 | 2028 | Labis Bharu | 249.06 | - | - | - | 122.79 | Palong | 62.76 | - | - | - | - | Complied |
| Estate | 2024 | 2025 | 2026 | 2027 | 2028 | | | | | | | | | | | | | | | | |
| Labis Bharu | 249.06 | - | - | - | 122.79 | | | | | | | | | | | | | | | | |
| Palong | 62.76 | - | - | - | - | | | | | | | | | | | | | | | | |
| 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 e) Financial indicators: cost benefit, discounted cash flow, return on investment - Major compliance - | Business plan is reflected through the establishment of annual budget. The projection of 5 years was available at all the sampled estates. Among the information available in the business plan is crop budget, cost of production per Ha and per mt basis, price forecast and estimation of ROI. | Complied | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|--|---|------------|
| 4.6.2.4 | <p>The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.</p> <p>- Major compliance -</p> | <p>The estates performance is recorded in the monthly progress report. Details of the actual vs budget of crop production, fixed and direct cost are shown therein. The management also provides variance report on the performance and reviewed monthly. The supervisory personnel maintained a daily cost for the field operations. Meetings which involved the Managers and the Regional Controller/Head Office Management for the performance review were also regularly conducted.</p> | Complied |
| Criterion 4.6.3: Transparent and fair price dealing | | | |
| 4.6.3.1 | <p>Pricing mechanisms for the products and other services shall be documented and effectively implemented.</p> <p>- Major compliance -</p> | <p>Pricing mechanism for all contractors has been clearly stated in the contract agreement with the estates. Refer section 6.0 Terms of payments. Sample of contractors has been taken and details as per below:</p> <p><u>Labis Bahru Estate</u> Sample 1 Contractor: NXXX BXXXXXXXXXXXXXXXXX Work: Harvesting FFB Validity: 01/01/2023 to 30/09/2024</p> <p>Sample 2 Contractor: TXXX WXXX TXXXXXXXXX Work: FFB Transport to Mill Validity: 01/04/2023 to 30/06/2024</p> <p><u>Palong Estate</u> Sample 1</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| | | Contractor: PXXXXXXXXX JXXX CXXXXXXXXX Work: Loading and Transporting of FFB Validity: 01/01/2023 to 30/06/2024 Sample 2 Contractor: JXXXXXXXXX EXXXXXXXXX Work: Harvesting of FFB and In Field Collection by using Mini Tractor Scissor Lift Validity: 01/02/2021 to 31/01/2024 | |
| 4.6.3.2 | All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance - | All contract agreement were sign by both parties and payment term and condition were conducted as the agreements. Refer sample payment to the contractor as below: <u>Labis Bahru Estate</u> Sample 1 Contractor: NXXX BXXXXXXXXX EXXXXXXXXX Work: Harvesting FFB Validity: 01/01/2023 to 30/09/2024 Invoice date: 30/09/2023 Payment made: 08/10/2023 Reference: 003XX Sample 2 Contractor: TXXX WXXX TXXXXXX Work: FFB Transport to Mill Validity: 01/04/2023 to 30/06/2024 Invoice date: 30/09/2023 | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|------------------------------------|---|---|------------|
| | | Payment made: 08/10/2023 Reference: 10XX <u>Palong Estate</u> Sample 1 Contractor: PXXXXXXXXX JXXX CXXXXXXXXX Work: Loading and Transporting of FFB Validity: 01/01/2023 to 30/06/2024 Invoice date: 31/03/2023 Payment made: 06/04/2023 Sample 2 Contractor: JXXXXXXXXX EXXXXXXXXX Work: Harvesting of FFB and In Field Collection by using Mini Tractor Scissor Lift Validity: 01/02/2021 to 31/01/2024 Invoice date: 30/03/2023 Payment made: 31/03/2023 | |
| Criterion 4.6.4: Contractor | | | |
| 4.6.4.1 | Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. - Major compliance - | Contractors were briefed on MSPO matters and the requirement to comply with MSPO matters was stipulated in the contract agreement. This insertion of this Policy is to ensure contractors are aware and comply with local, national laws such as payment of minimum wage, ratified international laws, and also with MSPO standards. This was also acknowledged by the contractors and reiterated during the stakeholder meeting. | Complied |

| Criterion / Indicator | Assessment Findings | Compliance |
|--|--|-----------------|
| <p>4.6.4.2 The management shall provide evidence of agreed contracts with the contractor. - Major compliance -</p> | <p>There is evidence that all sample contracts have been made fair, legal and transparent and has been agreed by both parties. Sample of contract agreement as below:</p> <p><u>Labis Bahru Estate</u></p> <p>Sample 1 Contractor: NXXX BXXXXXXXXX EXXXXXXXXXX Work: Harvesting FFB Validity: 01/01/2023 to 30/09/2024 Reference: JPB/LLB/169/52/2023/01(NFH)</p> <p>Sample 2 Contractor: TXXX WXXX TXXXXXXXX Work: FFB Transport to Mill Validity: 01/04/2023 to 30/06/2024 Reference: ROC/LBE10/2023-01</p> <p><u>Palong Estate</u></p> <p>Sample 1 Contractor: PXXXXXXXXX JXXX CXXXXXXXX Work: Loading and Transporting of FFB Validity: 01/01/2023 to 30/06/2024 Reference: MPSB/KEMEDAK5/2017</p> <p>Sample 2 Contractor: JXXXXXXXXX EXXXXXXXXXX Work: Harvesting of FFB and In Field Collection by using Mini Tractor Scissor Lift</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|---|------------|
| | | Validity: 01/02/2021 to 31/01/2024 Reference: MPSB/PALONG3/218/2020 | |
| 4.6.4.3 | The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance - | As per Agreement, Letter of Acceptance Section 6.0, All contract operation perform by any appointed contractors and sub-contractors in the certified mill and estates is subjected to any certification audit assessment through a 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 control points on all tasks performed by the contractors were monitored. The Payment Card and Payment Record Form were updated on monthly's basis in order to ensure all claims by contractors and payment made to them were in line with the term and condition of the contract agreement. While for other types of works observance of work done by the contractor has been monitored by the Mandore that in charge for respective works. Any issues will be highlighted to management for further action. | 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, there are no new planting available. | N/A |
| 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 | Not Applicable, there are no new planting available. | N/A |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|--|------------|
| | 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 - | | |
| 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, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | N/A |
| 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, there are no new planting available. | N/A |

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|--|------------|
| 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, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | N/A |
| 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. | Not Applicable, there are no new planting available. | N/A |

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|--|--|------------|
| | - Major compliance - | | |
| 4.7.5.3 | Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance - | Not Applicable, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | N/A |
| 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. | Not Applicable, there are no new planting available. | N/A |

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|------------|
| | - Major compliance - | | |
| 4.7.6.5 | Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance - | Not Applicable, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | 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, there are no new planting available. | 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 - | Policy for the implementation of MSPO has been established. Refer https://johorplantations.com/wp-content/uploads/2023/09/MSPO-policy.pdf Mentioned in the policy that the management is committed to implement all the requirement set out by the Malaysian Sustainable Palm Oil (MSPO) and cover all the element required. Policy briefing has been conducted: Palong Cocoa POM: 06/08/2023 | 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 - | Mentioned also in the policy that the management of Johor Plantations Berhad is committed to achieve balance between people, planet and profit in all management decision and operation through continual program in line with the commitment to produce sustainable palm oil products. | 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 - | Internal audit procedure has been established in the document title "Internal audit" document number SQD/SMS/3.2 dated 01/08/2020 issuance number 01. Stated in the procedure that the internal audit was planned to be conducted at the frequency at least once within 12 months (before the expiry of the certificate). There is evidence that the internal audit has been conducted on | Complied |

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

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|--|---|------------|
| | | annual basis. Notification for internal audit has been distributed to all operating units prior to the audit. Refer letter dated 31/05/2023 with reference number SID/SD/ADMIN/015/25: RSPO, MSPO, ISCC Internal Audit Schedule – Full Audit Certification by SID Dept 2023. | |
| 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 procedure has been established in the document title "Internal audit" document number SQD/SMS/3.2 dated 01/08/2020 issuance number 01. Internal audit has been conducted on 10/09/2023. The outcome of the audits has been compiled in the document title "Internal audit, non-conformance report". The audit results have been signed accepted by the mill manager. There is evidence of the internal audit checklist which listed has list down of document requirement and status of each indicator for each operating unit and has been verified by the auditor. For Palong Cocoa POM, no non-conformance raised. | Complied |
| 4.1.2.3 | Reports shall be made available to the management for their review. - Major compliance - | There is evidence of the internal audit checklist which listed has list down of document requirement and status of each indicator for each operating unit and has been verified by the auditor. The outcome of the audits has been compiled in the document title "Internal audit, non-conformance report". The audit results have been signed accepted by the estate manager | 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. | The management of Johor Plantations Berhad has established internal procedure for management review and has been document in the document number SQD/SMS/3.1 dated 01/08/2020 title "Management review". Mentioned in the procedure that management | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|---|---|------------|
| | - Major compliance - | <p>review needs to be conducted at least once a year. Management review meeting was conducted on 25/09/2023. Issues that has been discussed during the management review were:</p> <ol style="list-style-type: none"> 1. Charman remarks 2. Confirmation of last meeting 3. Issue raised on previous meeting 4. Internal Audit Report 5. RSPO and MSPO Performance 6. Changes in the system 7. Complaint and grievances 8. Complaint from stakeholder 9. Customer feedback 10. Continuous Improvement 11. Social Issue 12. Environment 13. Productivity 14. Other matters | |
| Criterion 4.1.4 – Continual Improvement | | | |
| 4.1.4.1 | <p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p>- Major compliance -</p> | <p>This has been established in the Continuous Improvement Plan 2023 updated annually. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities, government agencies, agencies, suppliers and contractors. The management documents related to</p> | Complied |

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

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|----------------------------|-------------|-----------------|--|------|--|---|-----------|--------------------------|---|---------------------------|----------------------------|--|--------|--|---|----------------------------|---------------------|---|-----------------------|---------------------|---|-----------------------------|--------------------------|---|---------------|--|---|-----------------------------|-------------------------|---|---------------|---------------------------|--|---------------------------|--|---|------------------------------|-------------------------|---|----------------------------------|-------------------------|---|---------------------------|-------------------------|---|----------------------------------|-------------------------|---|---------------------------|-------------------------|--|
| | <p>environmental plans and impact assessments are:</p> <ul style="list-style-type: none"> (a) Environmental Aspect Identification (EAI) and Environmental Impact Evaluation (EIE) registers. (b) Environmental Improvement Plan 2023 (c) Pollution Prevention Plan 2023 (d) Water Management Plan. 2023 (e) Waste Management Plan 2023 <p>The Continuous Management Plan 2023 for the mill operations also among others include the following;</p> <table border="1" data-bbox="1093 778 1883 901"> <thead> <tr> <th></th> <th>Description</th> <th>Management Plan</th> </tr> </thead> <tbody> <tr> <td></td> <td>OSHA</td> <td></td> </tr> <tr> <td>1</td> <td>Chra 2023</td> <td>To hire competent person</td> </tr> <tr> <td>2</td> <td>Ergonomic Risk Assessment</td> <td>To train on implementation</td> </tr> </tbody> </table> <table border="1" data-bbox="1093 932 1883 1054"> <thead> <tr> <th></th> <th>Social</th> <th></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Refurbishment 46 workers Q</td> <td>To supply furniture</td> </tr> <tr> <td>2</td> <td>Mill quarter O/H tank</td> <td>Replace 1 unit tank</td> </tr> <tr> <td>3</td> <td>Installation of ATM machine</td> <td>Facilities for employees</td> </tr> </tbody> </table> <table border="1" data-bbox="1093 1085 1883 1174"> <tbody> <tr> <td>1</td> <td>Environmental</td> <td></td> </tr> <tr> <td>2</td> <td>Replace last discharge pump</td> <td>Provision in CAPEX 2023</td> </tr> <tr> <td>3</td> <td>Repairing ESP</td> <td>Major repair as per CAPEX</td> </tr> </tbody> </table> <table border="1" data-bbox="1093 1204 1883 1385"> <thead> <tr> <th></th> <th>Productivity / Operations</th> <th></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Replacement of unit nut silo</td> <td>Provision in CAPEX 2023</td> </tr> <tr> <td>2</td> <td>Replacement 1 sterilizer chamber</td> <td>Provision in CAPEX 2023</td> </tr> <tr> <td>3</td> <td>Replacement 1 auto feeder</td> <td>Provision in CAPEX 2023</td> </tr> <tr> <td>4</td> <td>Replacement shell hopper housing</td> <td>Provision in CAPEX 2023</td> </tr> <tr> <td>5</td> <td>Replacement fiber cyclone</td> <td>Provision in CAPEX 2023</td> </tr> </tbody> </table> | | Description | Management Plan | | OSHA | | 1 | Chra 2023 | To hire competent person | 2 | Ergonomic Risk Assessment | To train on implementation | | Social | | 1 | Refurbishment 46 workers Q | To supply furniture | 2 | Mill quarter O/H tank | Replace 1 unit tank | 3 | Installation of ATM machine | Facilities for employees | 1 | Environmental | | 2 | Replace last discharge pump | Provision in CAPEX 2023 | 3 | Repairing ESP | Major repair as per CAPEX | | Productivity / Operations | | 1 | Replacement of unit nut silo | Provision in CAPEX 2023 | 2 | Replacement 1 sterilizer chamber | Provision in CAPEX 2023 | 3 | Replacement 1 auto feeder | Provision in CAPEX 2023 | 4 | Replacement shell hopper housing | Provision in CAPEX 2023 | 5 | Replacement fiber cyclone | Provision in CAPEX 2023 | |
| | Description | Management Plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OSHA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Chra 2023 | To hire competent person | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Ergonomic Risk Assessment | To train on implementation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Social | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Refurbishment 46 workers Q | To supply furniture | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Mill quarter O/H tank | Replace 1 unit tank | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Installation of ATM machine | Facilities for employees | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Environmental | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Replace last discharge pump | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Repairing ESP | Major repair as per CAPEX | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Productivity / Operations | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Replacement of unit nut silo | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Replacement 1 sterilizer chamber | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Replacement 1 auto feeder | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Replacement shell hopper housing | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Replacement fiber cyclone | Provision in CAPEX 2023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance | |
|--|---|---|----------------------------------|-------------------------|--|
| | | 6 | Replacement EFB Conveyor no 2 | Provision in CAPEX 2023 | |
| | | 7 | Replacement 1 thresher drum no 1 | Provision in CAPEX 2023 | |
| 4.1.4.2 | <p>The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce.</p> <p>- Major compliance -</p> | <p>This is being made upon confirmation of any new projects. 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. Dissemination of information by the RC and Head Office transacted during the monthly Managers meetings and emails.</p> | | Complied | |
| 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>Procedure for Transparency has been established. Refer Transparency Procedure with reference number SQD/SMS/1.0 dated 01/08/2020. The management has conducted the stakeholder meeting for external stakeholder. The meeting was invited such as contractor, supplier, primary school, smallholder and NGO for communicate and discussion any issue related on the MSPO and RSPO. There is positive feedback from the stakeholder meeting. A combine stakeholder meeting for Palong Complex (Northern Region) was conducted on 09/10/2023 through physical meet at VIP Hotel, Segamat. The stakeholders that involved such as government authorities, contractors, suppliers, neighboring plantations, and local communities. Sighted minutes of meeting, attendance and photos.</p> | | Complied | |
| 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</p> | <p>Refer Transparency Procedure with reference number SQD/SMS/1.0 dated 01/08/2020. Stated in the Section 4.0 This procedure will be in place to ensure that all relevant documents are available and kept up</p> | | Complied | |

| Criterion / Indicator | Assessment Findings | Compliance |
|--|---|------------|
| <p>outcomes. - Major compliance -</p> | <p>to date with regards to transparency. This will further identify all relevant information to be made available to demonstrate transparency. This documentation will be available in appropriate languages i.e. English and Bahasa Malaysia The operating units and respective department will ensure that the following documents are available if requested and they do not impinge on confidentiality and will not cause detrimental Sustainability or social outcomes.</p> <p>The management has display documents for public information and notification. There were sighted the some of document display at notice board for public information. Any stakeholder also can get information by reviewing the public documents.</p> <p>It was sighted the following evidence displayed on the notice board: an OSH Management Plan, an Environment Management Plan, a Social Management Plan, a Company Policy, a Complaint Form, and a Complaint Procedure.</p> <p>Listed all the document/information that can be requested by the interested parties but not limited to such as:</p> <ul style="list-style-type: none"> a. Land title/ user rights b. Occupational safety and health plan c. HCV documentation d. Detail of complaint or grievances. e. Details of complaints or grievances f. Continuous improvement plan g. HCS documentation | |
| <p>Criterion 4.2.2 – Transparent method of communication and consultation</p> | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---------------------------------------|---|--|------------|
| 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 established. Refer Consultation and Communication Procedure with Doc. No.: SQD/SMS/1.1 dated 01/08/2020 to ensure management has an open and transparent communication methods with local communities and other internal & external stakeholders. Modes of the communication are such as muster, meetings, campaigns, suggestion boxes, letter, email, social media, face to face communication and etc. | 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 - | Assistant Manager for Palong Cocoa POM has been appointed as Social Person In-charge and appointment letter dated January 2023 was sighted. | 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 - | List of stakeholders has been established. Updated on list has been made on October 2023. Listing has included Government Department, Buyers Company, Association, Union, Corporation, Contractors, Suppliers, Service company, Utilities company, Shopkeepers, Hospital / Clinic, Bank Institution, Courier services, school, Inter estate, other community. A combine stakeholder meeting for Palong Complex (Northern Region) was conducted on 09/10/2023 through physical meet at VIP Hotel, Segamat. The stakeholders that involved such as government authorities, contractors, suppliers, neighbouring plantations, and local communities. Sighted minutes of meeting, attendance and photos. There is no issue raised during the stakeholder meeting session. | 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. | An SOP has been established with ref no SQD/SMS/1.2, dated 01/08/2020, issue 1, rev.05. Therein describing information of Person in charge is the respective Mill Manager in office at time of | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|--|---|------------|
| | - Major compliance - | tenure. All appointment is issued via letter dated 08/09/2023 by the Head Of Sustainability and Innovation Division. FFB flow chart from estate harvesting designated block to mill weighbridge (tickets). The mill processing records the total FFB processed for the day and the storage tank no being stored. The records include opening FFB balances in ramp and cages plus the FFB intake from the estates for the day less the closing FFB balances will provide the total processed. The despatch oil from the storage tank follows a similar formula opening stock plus production less the despatch volume will give a closing stock for the day record. All records of CPO tank sounding are recorded during the 2 shifts operations. | |
| 4.2.3.2 | The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance - | The mill maintained daily production records as described in 4.2.3.1 above in compliance to the procedure established by the mill. FFB flow chart from estate harvesting designated block to mill weighbridge (tickets). The mill processing records the total FFB processed for the day and the storage tank no being stored. The records include opening FFB balances in ramp and cages plus the FFB intake from the estates for the day less the closing FFB balances will provide the total processed. The despatch oil from the storage tank follows a similar formula opening stock plus production less the despatch volume will give a closing stock for the day record. All records of CPO tank sounding are recorded during the 2 shifts operations. All records are maintained in the daily production report authorised by the Mill Manager. | Complied |
| 4.2.3.3 | The management shall identify and assign suitable employees to implement and maintain the traceability system. - Minor compliance - | The Mill Manager was appointed via letter dated 08/09/2023 issued by the Head of Sustainability and Innovation Division as the PIC for traceability. The appointment letter was sighted and verified. | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|------------|--------|------------|-------------------|--------|------------|-------|---|----------|--------|-----|--------|---------|-------------------|---|----------|--------|-----|--------|---------|-----------------|---|----------|--------|-----|--------|---------|-------------------|---|----------|--------|-----|--------|---------|-----------------|---|----------|--------|-----|--------|---------|----------------|---|----------|--------|-----|--------|---------|----------------|---|----------|--------|-----|--------|--------|----------------|---|----------|--------|-----|--------|---------|---------------|----------|
| 4.2.3.4 | Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance - | <p>The FFB weighbridge ticket/despatch note is produced for all transaction to Palong Cocoa Mill. The set of document consists of the following information. Other dispatches of mill produce possess similar information.</p> <p>a) Weighbridge ticket</p> <ul style="list-style-type: none"> - Date / D/O no / Quantity / w/bridge operator name - RSPO Certificate no - Serial no / FFA / ST no / Temperature. - MPOB Licence - Loading Note - Date/ Lab results / ST no Bunker no / Transporter / Buyer / Contract No /Drivers name. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Date</th> <th>Ticket no</th> <th>Type</th> <th>Qty/mt</th> <th>Vehicle No</th> <th>Buyer</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>18/10/23</td> <td>C11156</td> <td>CPO</td> <td>41.520</td> <td>BGH6927</td> <td>ICT Specialty Fat</td> </tr> <tr> <td>2</td> <td>18/10/23</td> <td>C11155</td> <td>CPO</td> <td>45.770</td> <td>JTA9678</td> <td>PGEO Edible Oil</td> </tr> <tr> <td>3</td> <td>18/10/23</td> <td>C11154</td> <td>CPO</td> <td>44.210</td> <td>JUN8698</td> <td>ICT Specialty Fat</td> </tr> <tr> <td>4</td> <td>18/10/23</td> <td>C11153</td> <td>CPO</td> <td>35.490</td> <td>JSK2993</td> <td>PGEO Edible Oil</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>1</td> <td>17/10/23</td> <td>K02885</td> <td>CPK</td> <td>40.770</td> <td>MBR9599</td> <td>Palmaju Edible</td> </tr> <tr> <td>2</td> <td>13/10/23</td> <td>K02883</td> <td>CPK</td> <td>41.660</td> <td>JNB1899</td> <td>Palmaju Edible</td> </tr> <tr> <td>3</td> <td>16/10/23</td> <td>K02884</td> <td>CPK</td> <td>43.570</td> <td>BEW243</td> <td>Palmaju Edible</td> </tr> <tr> <td>4</td> <td>12/10/23</td> <td>K02882</td> <td>CPK</td> <td>43.420</td> <td>JRF3222</td> <td>PGEO Oil Mill</td> </tr> </tbody> </table> | | Date | Ticket no | Type | Qty/mt | Vehicle No | Buyer | 1 | 18/10/23 | C11156 | CPO | 41.520 | BGH6927 | ICT Specialty Fat | 2 | 18/10/23 | C11155 | CPO | 45.770 | JTA9678 | PGEO Edible Oil | 3 | 18/10/23 | C11154 | CPO | 44.210 | JUN8698 | ICT Specialty Fat | 4 | 18/10/23 | C11153 | CPO | 35.490 | JSK2993 | PGEO Edible Oil | 1 | 17/10/23 | K02885 | CPK | 40.770 | MBR9599 | Palmaju Edible | 2 | 13/10/23 | K02883 | CPK | 41.660 | JNB1899 | Palmaju Edible | 3 | 16/10/23 | K02884 | CPK | 43.570 | BEW243 | Palmaju Edible | 4 | 12/10/23 | K02882 | CPK | 43.420 | JRF3222 | PGEO Oil Mill | Complied |
| | Date | Ticket no | Type | Qty/mt | Vehicle No | Buyer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 18/10/23 | C11156 | CPO | 41.520 | BGH6927 | ICT Specialty Fat | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 18/10/23 | C11155 | CPO | 45.770 | JTA9678 | PGEO Edible Oil | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 18/10/23 | C11154 | CPO | 44.210 | JUN8698 | ICT Specialty Fat | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 18/10/23 | C11153 | CPO | 35.490 | JSK2993 | PGEO Edible Oil | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 17/10/23 | K02885 | CPK | 40.770 | MBR9599 | Palmaju Edible | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 13/10/23 | K02883 | CPK | 41.660 | JNB1899 | Palmaju Edible | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 16/10/23 | K02884 | CPK | 43.570 | BEW243 | Palmaju Edible | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 12/10/23 | K02882 | CPK | 43.420 | JRF3222 | PGEO Oil Mill | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3 Principle 3: Compliance to legal requirements | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.3.1 – Regulatory requirements | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.3.1.1 | All operations shall be in compliance with applicable local, state, | Palong Cocoa POM has documented all Licence, permit and | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|------------|
| <p>national and ratified international laws and regulations. - Major compliance -</p> | <p>applicable Law and Regulations to ensure compliance towards all applicable local, national and ratified international laws and regulations. The compliances is guided by the document Sustainable Management System; Compliance To Legal Requirement; Document Number: SQD/SMS/2.0; Document Date: 01/08/2020; Issue: 01.</p> <p>Among permit and license sampled were:</p> <ol style="list-style-type: none"> 1. MPOB License #578392004000 valid from 29/09/2023 until 30/11/2023 2. DOE License #004720 valid from 01/07/2023 until 30/06/2024 3. Diesel Permit #JH(SGT)0143/08 PSK valid from 18/08/2021 until 17/08/2024 4. Abstraction License #BAKAJ/334/300/5/6/8/9 valid until 31/12/2023 5. Fire Certificate #340080 valid from 08/06/2023 until 07/06/2024 6. Weighbridge inspection #2.1KQ036911 by De Metrology inspected on 01/08/2023 7. Back Pressure Receiver #PMT60888 valid until 29/08/2024 8. Air Compressor No. 2 #JH PMT19028 valid until 29/08/2024 9. Air Receiver #JH PMT 81139 valid until 31/10/2024 10. Competence person Steam Cert Grade 2 to Manager #020/2014 dated 24/02/2014 11. Competence person AGT #MOCA/AGTES/23-08/019/00 dated 30/08/2023 12. Competence person CePSWaM #CePSWam/00066 to Assistant Manager dated 05/09/2017 13. Competence person CePPOME #CePPOME/01886 dated | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|------------|
| | | 31/05/2018 | |
| 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>Certification unit continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the CU’s operation.</p> <p>Each office of the operating unit (mill) has its own legal requirements register (LRR) and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory & Machinery Act, Employment Act, and Workers’ Minimum Standard of Housing and Amenities Act.</p> <p>Latest updated has been done on 31/08/2023 with updating Of Minimum wages Order 2022, Employees Provident Fund (Amendment No. 2) Rules 2022, Employees Provident Fund (Amendment Of Eight Schedule) Order 2022 and Prevention And Control Of Infectious Disease (Measures Within Infected Local Areas) (National Recovery Plan) (Transition Phase To Endemic) 2022.</p> | Complied |
| 4.3.1.3 | <p>The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.</p> <p>- Major compliance -</p> | <p>Monitoring on the compliance towards the requirement register has been done by Executive Regional Controller. Refer Kulim Group Compliance Framework dated 30/09/2023. Among the medium used in updating the legal register were websites, subscription to legal information provider and mass media.</p> | Complied |
| 4.3.1.4 | <p>The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.</p> <p>- Minor compliance -</p> | <p>The Executive Regional Controller of Northern Region has been appointed as the person in-charged, (ref.: appointment letter (25) RMC/COM/GM/2022/25, dated 21/07/2022) to be the person responsible to monitor compliance and to track and update the changes in regulatory requirements. The letter was from the Head of</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|---|---|------------|
| | | Governance Division of KMB. | |
| Criterion 4.3.2 – Lands use rights | | | |
| 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 - | Management has ensured that their milling activities do not diminish the land user rights of other users. It was confirmed during site visit and interview with relevant stakeholder during the audit. The legitimacy of ownership of the estate belong to Kulim (M) Bhd group. | 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 - | Management has provided the document showing legal ownership of their land. Refer detail below: District: Segamat No. H.S.D: 11071 No. P.T.D: 1354 | Complied |
| 4.3.2.3 | Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance - | Layout plan available indicated the whole mill area within Mungka Estate compound. Boundary map with other land-owners available at the estate. Sighted the mill was surrounded by fences. | 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 land dispute at Palong Cocoa POM at the time of audit. The land belongs to Kulim (M) Berhad and land ownership documents verified. | Complied |
| 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 | There is no customary land or negotiated agreements within the Palong Cocoa POM Land area confirmed through document reviewed | N/A |

| Criterion / Indicator | | Assessment Findings | Compliance |
|--|---|--|------------|
| | being threatened or reduced. - Major compliance - | and interviewed with the communities. | |
| 4.3.3.2 | Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance - | There is no customary land or negotiated agreements within the Palong Cocoa POM Land area confirmed through document reviewed and interviewed with the communities. | N/A |
| 4.3.3.3 | Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance - | There is no customary land or negotiated agreements within the Palong Cocoa POM Land area confirmed through document reviewed and interviewed with the communities. | N/A |
| 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 - | Sustainability & Quality Department has carried out Social Impact Assessment on 13/10/2022 as per the Standard Operating Procedure title Social Impact Assessment (Doc No; SQD/SMS/3.6, Date: 01/08/2020). The checklist has been sent to the estates management and filled in by the workers and the contractors. The social impact register is developed based on the scoring of frequency, consequence and likelihood. Social Management Plan will be developed after the social impact register established. The last review of the social management plan was on 13/10/2022 with identification of negative and positive impacts. Mitigation and promotion actions were taken accordingly to the impacts identified. | Complied |
| Criterion 4.4.2: Complaints and grievances | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| 4.4.2.1 | <p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p> | <p>The system to dealing with complaint and grievances has been established. Refer Grievance Procedure with Doc.No.: SQD/SMS/4.1 dated 01/08/2020 to ensure management has a documented system for dealing with complaints and grievances that is agreeable to all sides and accepted by all stakeholders.</p> <p>Besides, management has developed Grievance Policy dated 07/12/2021 to ensure that there is a transparent process for ensuring stakeholder’s grievances and complaints are dealt with fairly,consistently and promptly.</p> <p>Briefing of the grievance policy and procedure was conducted during stakeholder meeting.</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>The system to dealing with complaint and grievances has been established. Refer Grievance Procedure with Doc.No.: SQD/SMS/4.1 dated 01/08/2020 to ensure management has a documented system for dealing with complaints and grievances. Labis Bahru Estate and Palong Estate has implemented Suggestion/ Complaint form & Enquiry Register Book to record any grievances from external stakeholders and Complaint Book for workers. Sample of complaint record as below:</p> <p><u>Palong Cocoa POM</u></p> <p>Sample 1 Complainant: XXXXX Date: 06/06/2023, House No 58, Issue: Toilet Problem, Issue has been solved on 08/10/2023</p> <p>Sample 2 Complainant: XXXXX Date: 24/05/2023, House No 41, Issue: Naco Window Replacement, Issue has been solved on 08/06/2023</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 - | Complaint/ Suggestion Box was available in front of the office and in front of the security post in Palong Cocoa POM. The stakeholders and workers are aware of the complaint box as a method to lodge complaint. | 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 - | Complaint/ Suggestion Box was available in front of the office and in front of the security post in Palong Cocoa POM. The stakeholders and workers are aware of the complaint box as a method to lodge complaint. | 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 - | Refer record "Laporan Kerosakan Perumahan" and Enquiry Register Record. Complaint/ Enquiry Register records since 2018 were maintained. | 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 - | Palong Cocoa POM has made contribution to the local communities: Refer Donation to PIBG SK Kemedak for Maulidur Rasul Events dated 03/10/2023. | Complied |
| 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. | Occupational Safety and Health Policy dated 01/10/2021 has been established which in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139). It was signed by the Managing Director of KMB. Among the method of | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|-----------------|
| <p>- Major compliance -</p> | <p>communication is through morning muster briefing, training, and display on notice boards. The new policy has just been emailed to every estate and mill on 14/10/2023 but not yet finalized by the company. Among the method of communication are through morning muster briefing, training, and display on notice. For Palong Cocoa Palm Oil Mill the briefing on the OSH Policy has been done on 18/09/2023 during muster at muster ground attend by 102 participants. The policy was signed by the Managing Director of Kulim (Malaysia) Berhad and can also be found at http://www.kulim.com.my/ourpolicy.aspx?p_Id=0&c_Id=2097</p> | |
| <p>4.4.4.2 The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> a) Occupational Safety and Health Policy dated 01/10/2021 has been established which in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139). It was signed by the Managing Director of KMB. For Palong Cocoa Palm Oil Mill the briefing on the OSH Policy has been done on 18/09/2023 during muster at muster ground attend by 102 participants. b) HIRARC was available in the mill to identify assess and provide controls for all the risks associated to the operations in the mill. Sighted the HIRARC for process and Maintenance has been reviewed on 16/07/2022. During site visit to Palong Cocoa Palm Oil Mill, verified the HIRARC for working at height, CPO dispatch and CPO filling has been updated on 30/11/2023. The HIRARC was review lead by the Assistant Mill Engineer, assist by 5 accessors from mill staffs, <ul style="list-style-type: none"> • Engine Driver • Mill Supervisor 1 • Mill Supervisor 2 | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|------------|
| <p>for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 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> | <ul style="list-style-type: none"> • Chargeman • Grading Supervisor <p>The new HIRARC was include "Safety Harness" as a part of the PPE during the work activity. The HIRARC also been review on 27/03/2023 and approved and signed by the Mill Manager. From the observation during site audit on the current progress of work for CPO filling for tanker number BGS 6927, verified the sample boy/lab operator are suit up with proper.</p> <ul style="list-style-type: none"> • Safety Helmet • Safety shoes • Safety Harness • Safety Glove (Leather) <p>CHRA was conducted on 21/05/2018 – 13/08/2018 by QMSPRO Sdn Bhd (JKKP HQ/03/ASS/00/154). The CHRA Report (Report Number: JKKP HQ/03/ASS/00/154-2018/060) was available for verification. The Chemical Health Risk Assessment Report (Ref. Number: JKKP HQ/03/ASS/00/154-2018/054) conducted by QMSPRO Sdn Bhd on 08/08/2 -13/08/2018 already expired. The new CHRA assessment was done on April to May 2023. The assessment for Labis Bahru Estate was set on 09/06/2023. The assessment was done by Kulim Safety Training and Services Sdn Bhd. From the email dated 27/09/2023 on updating the current situation and the Gantt Chart CHRA Kulim 2023. From the Gantt Chart the report will be completed on week 27. Submission to state DOSH is on week 29.</p> <p>Medical Surveillance was conducted for mill workers on 20/09/2023 for those deemed to be exposed to hazardous chemicals and fumes. 40 workers were examined, and result</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|---|------------|
| | <p>indicates that all workers get satisfactory conditions. 5 workers have been exposed n-hexane, from the biological monitoring test the result showing normal parameter. The Medical Surveillance 2023 has done by JPG Terrasolutions Sdn Bhd by engaging OHD Dr no: HQ/11/DOC/00/235 from U.n.i Klinik Permas Jaya.</p> <p>Noise Risk Assessment has been conducted at Palong Cocoa POM on 05/05/2020 by Noise Risk Assessor: (JKKP Registration No.: JKKPHIE127/5/3-1(No.169). The NRA Report (JKKPHIE127/5/3-1(No.169)-2020/003) was available for verification. From the assessment, the conclusion come with employees that exposed to excessive noise has been identified and noise source has been obtained. The objectives set out this noise monitoring exercise were accomplished.</p> <p>Audiometric Test was conducted for workers exposed to excessive noise in the mill based on the NRA recommendations. The audiometric testing report date on 20/07/2023 by doctor with dosh no: HQ/15/DOC/00/395, report no: PAC/AMT/230710 by JPG Terrasolutions Sdn Bhd in collaboration with PAC testing & Consulting Sdn Bhd has done the audiometric test at Palong Cocoa Palm Oil Mill. The test is prepared by PAC Testing & Consulting Sd Bhd with ATC Registration no: JKKP/2022/11-04/00043. List of employees tested =15 workers. List of workers with Baseline Audiogram Readings: 1 worker, List of annual Audiogram reading= 14 workers, List of employees who have "Standard Threshold Shift" = 2 workers, List of who has hearing impairment =2 workers, List with NIHL=7 workers</p> <p>The retest has been conducted on 12/10/2023 by BP Healthcare Group with ATC Registration no: JH/20/22/162954 and Report dated 12/10/2023. A total of 2 personal who has hearing</p> | |

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

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|--|------------|
| | <p>impairment were retested and the results showed that the 2 workers:</p> <p>Worker 1 - Right: Mild to moderate high frequency SNHL Left: Mild High frequency SNHL</p> <p>Worker 2 - Right: Mild to moderate high frequency SNHL - High frequency SNHL</p> <p>For both of them the results showing they need continue annual audiometry and provision of PHP.</p> <p>c) Training record was review and sighted Chemical Handling. Training was conducted on</p> <ul style="list-style-type: none"> • PPE Training dated 23/08/2023 attend by 17 participants. • First Aid Box 25 Item Training dated 13/10/2023 attend by 17 participants. • LOTO & Permit to work training dated 09/06/2023 attend by 25 participants. • Working at Height & Confined Space dated 05/07/2023 attend by 18 participants. • ERP & CPR Training dated 19/08/2023 • Safety Workshop at Workshop dated 02/09/2023 <p>d) Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Verified the PPE issuance to Boiler Man a N95 respirator on 05/10/2023.</p> <p>Mill has done the PPE training to all workshop workers, electrical workers and the supervisor on 23/08/2023. The training was</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|-----------------------|---|------------|
| | <p>attended by 17 participants. The contain on the training are include on PPE knowledge, PPE awareness, PPE in good conditions, Good Mill Practice on PPE wearing and also Mill Good Practices.</p> <p>e) Management established the work instruction for chemical handling as below:</p> <ul style="list-style-type: none"> • Chemical Control (SDM/WI/17) • Handling of Schedule Waste (SDM/WI/5) • Handling of Chemical (SDM/WI/9) <p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available. The Chemical Registers for the mill was available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The register showed that only class III & IV pesticides were used at the mill.</p> <p>f) The Manager and Assistant Engineer of the respective Operating Units are appointed as the Chairman for Safety and Health Committee at the estate as stated in the appointment letter dated 15/09/2021 undersigned by the Chairman, ESG Committee</p> | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | |
|-------------------------|---|--|------------------|--------------|-------------------------|------------|--|-------------------------|------------|--|-------------------------|------------|--|-------------------------|------------|---|--|
| | <p>(Occupational Safety & Health).</p> <p>g) OSHA safety meetings were conducted at an interval of 3 months at the mill to address all the OSH related issues. Sighted the meeting minutes:</p> <table border="1" data-bbox="1128 576 1883 1102"> <thead> <tr> <th>OSH Meeting</th> <th>Palong Cocoa POM</th> <th>Participants</th> </tr> </thead> <tbody> <tr> <td>1st Meeting</td> <td>12/03/2023</td> <td>10 participants from employee 11 participants from employee.</td> </tr> <tr> <td>2nd Meeting</td> <td>16/05/2023</td> <td>11 participants from employee 11 participants from employee.</td> </tr> <tr> <td>3rd Meeting</td> <td>26/07/2023</td> <td>5 participants from employee 9 participants from employee.</td> </tr> <tr> <td>4th Meeting</td> <td>05/10/2023</td> <td>9 participants from employee 10 participants from employee.</td> </tr> </tbody> </table> <p>h) Emergency response procedure was sighted for accident, fire and boiler dated 10/02/2008. Sighted management established the Emergency Response Team (ERT) and sighted the SOP for the chemical spillage, fire, and accident. Noted management conducted Fire Drill exercise on 30/09/2022.</p> <p>i) First Aid Training First Aid Kits were available at Boiler Station and Chemical Store. The first aid kits were well equipped with first aid items as stated in the list. All items were seen to be</p> | OSH Meeting | Palong Cocoa POM | Participants | 1 st Meeting | 12/03/2023 | 10 participants from employee 11 participants from employee. | 2 nd Meeting | 16/05/2023 | 11 participants from employee 11 participants from employee. | 3 rd Meeting | 26/07/2023 | 5 participants from employee 9 participants from employee. | 4 th Meeting | 05/10/2023 | 9 participants from employee 10 participants from employee. | |
| OSH Meeting | Palong Cocoa POM | Participants | | | | | | | | | | | | | | | |
| 1 st Meeting | 12/03/2023 | 10 participants from employee 11 participants from employee. | | | | | | | | | | | | | | | |
| 2 nd Meeting | 16/05/2023 | 11 participants from employee 11 participants from employee. | | | | | | | | | | | | | | | |
| 3 rd Meeting | 26/07/2023 | 5 participants from employee 9 participants from employee. | | | | | | | | | | | | | | | |
| 4 th Meeting | 05/10/2023 | 9 participants from employee 10 participants from employee. | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|---|--|---|------------|
| | | <p>replenished at monitored regularly as per the monitoring checklist. The First Aid Kit holders were aware on how to use the items in case of an emergency. First Aid Training was conducted on 02/10/2022.</p> <p>j) Accident records were maintained and updated monthly at the mill. All the accident has been discussed in the OSH quarterly meeting. The JKKP 8 form have been submitted for the year ending 2022 on 25/01/2023 with reference number JKK P8/17052/2023. As for 2023 to date there were no accident cases with TLA in the mill.</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>Management has developed policy on good social practices policy. All related policies has been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/</p> <p>Briefing of the policy was conducted on: Palong Cocoa POM: 06/08/2023</p> | Complied |
| 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>Management has developed policy on not engage in or support discriminatory practices policy. All related policies has been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/</p> <p>Briefing of the policy was conducted on: Palong Cocoa POM: 06/08/2023</p> <p>Based on interview with internal and external stakeholders, management has provided equal opportunity and treatment regardless of race, colour, sex, religion, political opinion,</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|------------|
| | | nationality, social origin or any other distinguishing characteristics. | |
| 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>Management has ensured that their employees pay, and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. Employment contract was signed by the workers. Pay and conditions are documented and above the Minimum Wage Order 2022. Sampled of the employment contracts confirmed that terms and conditions are clearly outlined as per NUPW/ MAPA collective agreement and Minimum Wages Order 2022. Refer sample of work agreement and payslip of the month May and August 2023:</p> <p><u>Palong Cocoa POM</u></p> <ol style="list-style-type: none"> 1. Employee ID: E84000018X 2. Employee ID: E8400002XX 3. Employee ID: E84000015X 4. Employee ID: E84000016X 5. Employee ID: E84000023X 6. Employee ID: E84000002X 7. Employee ID: E84000028X 8. Employee ID: E84000030X 9. Employee ID: E84000031X 10. Employee ID: E8400003XX | Complied |
| 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>Palong Cocoa POM does not engage any contractor to work full time in the mill. Contractor for transporter was assigned by HQ and all document related was verified by the HQ level. Sample of transporter as below:</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|-----------------|
| <p>- Minor compliance -</p> | <p>Sample 1 Contractor: YXXXXXX EXXXXXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Reference: JPB/CTD/77/29/2023/1(NFH)</p> <p>Sample 2 Contractor: TXX TXXX KXXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Reference: JPB/CTD/76/29/2023/1(NFH)</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>Palong Cocoa POM have listed all the employees details in the Employee Master. Details such as full name, gender, date of birth, date of entry, job description and type of wages was found in the system. Besides, a hardcopy of Registration Card/ Employee Card was implemented to fill in all the basic information of the workers.</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>The employees that recruited by the mill are from local and foreign workers. They are either under direct employment to the management or contractor' workers. All of them have signed on the employment contract prior to work. Verified sample of employment contracts. Sample as per 4.4.5.3.</p> | <p>Complied</p> |
| <p>4.4.5.7 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>Mill management was using system K Plant for record all the daily attendance was recorded by checkroll attendance and scan barcode using K-PLANT system on daily basis and overtime was recorded in the Overtime Form. Sample as per 4.4.5.3.</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| 4.4.5.8 | 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. - Major compliance - | Interviewed with workers and document reviewed on the Overtime Form as well as payslip shown that the overtime payments are in accordance to law and workers are not forced to work overtime. Limit approved by JTK was 130 hours. | Complied |
| 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 were paid according to the overtime form and attendance report. Total hours of overtime and daily attendance has recorded in Attendance report in the system. Sample as per 4.4.5.3. | Complied |
| 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 provided free medical facilities to all the workers. Subsidized of water and electricity were given to all the workers. Besides, free school uniforms to the children of workers and provide free transportation to send the children of workers to school. | 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 - | The workers were provided with free housing facilities, free water supply and subsidized of electricity. Estate Hospital Assistant has carried out linesite inspection on weekly basis at Mills. Verified that management was in progress to provide new bed with mattress and also cupboard. Sighted evidence in the CAPEX and budget for refurbished the line site. Seen the record of line site inspection latest on October 2023. There was no issue raised during the inspection. The report of inspection will be verified and approved by the AssistantManager and Manager. | Complied |
| 4.4.5.12 | The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. - Major compliance - | Management has developed policy on Sexual Harassment and Core Labour Standard Policy. All related policies has been published in the company website under Policies Section. Refer | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|--|------------|
| | | https://johorplantations.com/corporate-governance/ A Women on Ward (WOW) committee was established in the Palong POM and seen the name list of complaint panel for WOW with contact number for the workers to report if there any complaint. Briefing of the function of WOW Panel was conducted during meeting. No issue was reported during the meeting. Interviewed with the female workers confirmed that they are aware of the complaint procedure and informed that no sexual harassment and violence case report so far. Latest meeting recorded on: Palong POM: 09/10/2023 | |
| 4.4.5.13 | 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. - Major compliance - | Management has developed policy on respect the right of all employees to form union or join trade union. All related policies has been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/ Interviewed with the workers confirmed that they are free to join NUPW without any restriction from management. NUPW meeting between management and union committee was conducted and meeting minutes was sighted. Any concern was discussed during the meeting and action was taken on the issue raised. Latest meeting was sighted on: Palong POM: 04/10/2023 | Complied |
| 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 - | Management has developed policy on Children and young persons shall not be employed or exploited. All related policies have been published in the company website under Policies Section. Refer https://johorplantations.com/corporate-governance/ Verified the master list of the workers confirmed that the minimum age of workers employed are 18 years old. | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|----------|----------|------|---|--------------------------|------------|---|-----------------------------|------------|---|----------------|------------|---|-----------------|------------|---|--------------------|--------------------|---|-----------|------------|---|---------------------|-----------|----------|
| 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 - | Training records are maintained by Operating Unit. Sample some records at Operating as follows: Palong Cocoa POM <table border="1" data-bbox="1070 619 1883 890"> <thead> <tr> <th>No</th> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Policy Briefing Training</td> <td>16/07/2023</td> </tr> <tr> <td>2</td> <td>Waste Clearing and landfill</td> <td>21/05/2023</td> </tr> <tr> <td>3</td> <td>Schedule waste</td> <td>17/07/2023</td> </tr> <tr> <td>4</td> <td>Water treatment</td> <td>17/07/2023</td> </tr> <tr> <td>5</td> <td>First Aid Training</td> <td>26/06 & 13/10 2023</td> </tr> <tr> <td>6</td> <td>PPE usage</td> <td>24/08/2023</td> </tr> <tr> <td>7</td> <td>Fire Drill Training</td> <td>PPE usage</td> </tr> </tbody> </table> | No | Training | Date | 1 | Policy Briefing Training | 16/07/2023 | 2 | Waste Clearing and landfill | 21/05/2023 | 3 | Schedule waste | 17/07/2023 | 4 | Water treatment | 17/07/2023 | 5 | First Aid Training | 26/06 & 13/10 2023 | 6 | PPE usage | 24/08/2023 | 7 | Fire Drill Training | PPE usage | Complied |
| No | Training | Date | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Policy Briefing Training | 16/07/2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Waste Clearing and landfill | 21/05/2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Schedule waste | 17/07/2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Water treatment | 17/07/2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | First Aid Training | 26/06 & 13/10 2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | PPE usage | 24/08/2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | Fire Drill Training | PPE usage | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.4.6.2 | 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. - Major compliance - | Training needs was done by issuance of 'Proposal for Executive/ Staff/ Workers Training" by the HOD and sighted documented proposal for conducted Refresh Training MSPO, Lab Procedure, MSPO Awareness etc. | Complied | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.4.6.3 | 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. - Minor compliance - | Training needs was done by issuance of 'Proposal for Executive/ Staff/ Workers Training" by the HOD and sighted documented proposal for conducted Refresh Training MSPO, Lab Procedure, MSPO Awareness etc. sighted Annual Training Plan and training record was documented accordingly. | Complied | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | |
|---|--|--|----------------------|---------------------|----------|
| Criterion 4.5.1: Environmental Management Plan | | | | | |
| 4.5.1.1 | 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. - Major compliance - | There is an Environmental Policy for the mill issued and endorsed in 01/10/2021 by the Managing Director. Inside the policy among others has stated that the Company is committed to protecting the environment and conserving biodiversity through sustainable development. This is policy is prominently displayed in the office along with other Company's Policies. | Complied | | |
| 4.5.1.2 | The environmental management plan shall cover the following: a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations - Major compliance - | The Environmental Policy KMB is available with the objectives stated therein. The Policy is signed by the Managing Director dated 01/10/2021 The environmental improvement plan dated 15/09/2023 aspects and impact evaluation covers the following areas/activities; a) boiler operation b) power generation c) crude palm oil storage leakage and spillage d) effluent pond ruptured/spillage e) Dust emission /dark smoke f) EFB /SW disposal g) anaerobic process release of gas to atmosphere Inclusive is the reduction of pollution and emission management plan. | Complied | | |
| 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 - | This plan is available and updated for the FY 2023. The environmental issues for improvement outlined by Palong Cocoa Palm Oil Mill are shown below; <table border="1" data-bbox="1070 1334 1895 1367"> <tr> <td>Environmental issues</td> <td>Mitigating Measures</td> </tr> </table> | Environmental issues | Mitigating Measures | Complied |
| Environmental issues | Mitigating Measures | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance | | | | | | | | | | | | | | | | | | |
|-----------------------|---|--|---|---|--|------|-----------------------|--|------------|---------------------------------|---|------------|------------------------|--|------------|--------------------------|---|------------|----------------------|--|--|--|
| | | <table border="1"> <tr> <td>1</td> <td>To comply with Clean Air Regulations 2014</td> <td>To improve boiler air emission through ESP installation.</td> </tr> <tr> <td>2</td> <td>Discharge of effluent</td> <td>Control of BOD - installation of dewatering sludge screw press</td> </tr> <tr> <td>3</td> <td>Oil spillage, effluent spillage</td> <td>Inspection of tank and machine condition Established ERP</td> </tr> <tr> <td>4</td> <td>Emission of dark smoke</td> <td>To monitor CEMS, CCTV record of dark smoke</td> </tr> <tr> <td>5</td> <td>Disposal of EFB/waste/SW</td> <td>Perimeter drain monitoring and education to employees</td> </tr> <tr> <td>6</td> <td>Waste water cleaning</td> <td>PCD inspected regularly and samples analysis. Immediate action in event of overflow and spillage</td> </tr> </table> <p>All actions are to be monitored on the indicated frequency shown in the plan.</p> | 1 | To comply with Clean Air Regulations 2014 | To improve boiler air emission through ESP installation. | 2 | Discharge of effluent | Control of BOD - installation of dewatering sludge screw press | 3 | Oil spillage, effluent spillage | Inspection of tank and machine condition Established ERP | 4 | Emission of dark smoke | To monitor CEMS, CCTV record of dark smoke | 5 | Disposal of EFB/waste/SW | Perimeter drain monitoring and education to employees | 6 | Waste water cleaning | PCD inspected regularly and samples analysis. Immediate action in event of overflow and spillage | | |
| 1 | To comply with Clean Air Regulations 2014 | To improve boiler air emission through ESP installation. | | | | | | | | | | | | | | | | | | | | |
| 2 | Discharge of effluent | Control of BOD - installation of dewatering sludge screw press | | | | | | | | | | | | | | | | | | | | |
| 3 | Oil spillage, effluent spillage | Inspection of tank and machine condition Established ERP | | | | | | | | | | | | | | | | | | | | |
| 4 | Emission of dark smoke | To monitor CEMS, CCTV record of dark smoke | | | | | | | | | | | | | | | | | | | | |
| 5 | Disposal of EFB/waste/SW | Perimeter drain monitoring and education to employees | | | | | | | | | | | | | | | | | | | | |
| 6 | Waste water cleaning | PCD inspected regularly and samples analysis. Immediate action in event of overflow and spillage | | | | | | | | | | | | | | | | | | | | |
| 4.5.1.4 | A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance - | This is available as elaborated in indicator 4.5.1.3 above. Improvement planned for both short and long terms are detailed along with the identified issues. | | 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 - | <p>A training program is available in the 2023 Training Program updated on a yearly basis or revised as per the management requirement. Included in this program are subjects related to environment e.g. environmental, safety & health policy, scheduled waste management, environmental responsibility, HCV & Biodiversity training.</p> <table border="1"> <thead> <tr> <th></th> <th>Subject</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PCD Maintenance</td> <td>07/05/2023</td> </tr> <tr> <td>2</td> <td>Waste Management</td> <td>21/05/2023</td> </tr> <tr> <td>3</td> <td>RSPO /MSPO Awareness Briefing</td> <td>16/07/2023</td> </tr> <tr> <td>4</td> <td>Scheduled Waste management</td> <td>10/07/2023</td> </tr> </tbody> </table> | | | Subject | Date | 1 | PCD Maintenance | 07/05/2023 | 2 | Waste Management | 21/05/2023 | 3 | RSPO /MSPO Awareness Briefing | 16/07/2023 | 4 | Scheduled Waste management | 10/07/2023 | Complied | | | |
| | Subject | Date | | | | | | | | | | | | | | | | | | | | |
| 1 | PCD Maintenance | 07/05/2023 | | | | | | | | | | | | | | | | | | | | |
| 2 | Waste Management | 21/05/2023 | | | | | | | | | | | | | | | | | | | | |
| 3 | RSPO /MSPO Awareness Briefing | 16/07/2023 | | | | | | | | | | | | | | | | | | | | |
| 4 | Scheduled Waste management | 10/07/2023 | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance | |
|--|--|--|-------------------------|------------|--|
| | | 5 | Water treatment plant | 17/07/2023 | |
| | | 6 | Chemical Handling | 17/07/2023 | |
| | | 7 | Biodiversity Awareness | 04/10/2023 | |
| | | 8 | Fire Prevention / Drill | 05/10/2023 | |
| 4.5.1.6 | <p>The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.</p> <p>- Major compliance -</p> | <p>The forum used by the mill in discussing concerns on environmental quality among others as shown below:</p> <p>a) Quarterly ESH meetings (sighted minutes dated 04/9/2023) under item Biogas /effluent.</p> <p>b) Annual management review meeting. The discussion emphasized more on issues on water management plan, electricity use, diesel consumption, waste management, SIA plan, renewable energy, aspect/impact.</p> <p>c) The Environmental Performance Monitoring Committee is setup to comply with the DOE requirement of Guidance Self-Regulation (GSR). The meeting reviews environmental performance within the POM. Minutes of meeting dated 15/6/2023, 19/3/2023 and 11/10/2023 were reviewed and verified.</p> | | Complied | |
| Criterion 4.5.2: Efficiency of energy use and use of renewable energy | | | | | |
| 4.5.2.1 | <p>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, electricity in the operations over the base period</p> <p>- Major compliance -</p> | <p>The monitoring is recorded in environment performance indicator- electricity generated by steam turbine. It is calculated as electricity generated from turbine that produces power for the mill entire complex operation unit in kwh/mt FFB. A monthly record on energy consumption for both renewable and non-renewable sources were also maintained and documented. It is monitored to optimize use of renewable energy. The data is compiled for comparison and control for future improvement with aim of gradual reduction particularly</p> | | Complied | |

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

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--------|---|----|-------|------------|------------|-------|------------|--|-------|------------|---|-----|-------|---|------|-------|---|-----|-------|---|-----|-------|---|-----|-------|---|------|-------|---|-------|-------|----|-----|-------|---|-----|-------|----|-----|-------|---|-----|-------|----|-----|-------|--|--------|------|--|-------|-------|--|
| | | <p>diesel. Details of the data/records maintained by the mill were sighted;</p> <p>a) Diesel consumption & ratio diesel used /mt FFB compiled for 2022 (Baseline set at 0.23)</p> <p>b) Electricity produced kWh and ratio over mt FFB</p> <p>Variation of ratio in the analysis were explained and justified</p> <p>Under the energy management plan 2022 the mill aimed for reduction plan among others;</p> <ul style="list-style-type: none"> - Educate workers on fuel saving practice - Avoid leakages during vehicles maintenance. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | <table border="1"> <thead> <tr> <th></th> <th>Month</th> <th>Diesel/FFB</th> <th></th> <th>Month</th> <th>Diesel/FFB</th> </tr> </thead> <tbody> <tr><td>1</td><td>Jan</td><td>0.31</td><td>7</td><td>July</td><td>0.28</td></tr> <tr><td>2</td><td>Feb</td><td>0.29</td><td>8</td><td>Aug</td><td>0.30</td></tr> <tr><td>3</td><td>Mac</td><td>0.37</td><td>9</td><td>Sept</td><td>0.33</td></tr> <tr><td>4</td><td>April</td><td>0.36</td><td>10</td><td>Oct</td><td>0.33</td></tr> <tr><td>5</td><td>May</td><td>0.25</td><td>11</td><td>Nov</td><td>0.34</td></tr> <tr><td>6</td><td>Jun</td><td>0.25</td><td>12</td><td>Dec</td><td>0.31</td></tr> <tr><td></td><td>B/line</td><td>0.23</td><td></td><td>Total</td><td>66639</td></tr> </tbody> </table> | | | | | Month | Diesel/FFB | | Month | Diesel/FFB | 1 | Jan | 0.31 | 7 | July | 0.28 | 2 | Feb | 0.29 | 8 | Aug | 0.30 | 3 | Mac | 0.37 | 9 | Sept | 0.33 | 4 | April | 0.36 | 10 | Oct | 0.33 | 5 | May | 0.25 | 11 | Nov | 0.34 | 6 | Jun | 0.25 | 12 | Dec | 0.31 | | B/line | 0.23 | | Total | 66639 | |
| | Month | Diesel/FFB | | Month | Diesel/FFB | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Jan | 0.31 | 7 | July | 0.28 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Feb | 0.29 | 8 | Aug | 0.30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Mac | 0.37 | 9 | Sept | 0.33 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | April | 0.36 | 10 | Oct | 0.33 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | May | 0.25 | 11 | Nov | 0.34 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Jun | 0.25 | 12 | Dec | 0.31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | B/line | 0.23 | | Total | 66639 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | <table border="1"> <thead> <tr> <th></th> <th>Month</th> <th>Kwh</th> <th></th> <th>Month</th> <th>Kwh</th> </tr> </thead> <tbody> <tr><td>1</td><td>Jan</td><td>48269</td><td>7</td><td>July</td><td>27328</td></tr> <tr><td>2</td><td>Feb</td><td>29812</td><td>8</td><td>Aug</td><td>23331</td></tr> <tr><td>3</td><td>Mac</td><td>28562</td><td>9</td><td>Sept</td><td>19279</td></tr> <tr><td>4</td><td>April</td><td>26298</td><td>10</td><td>Oct</td><td>19174</td></tr> <tr><td>5</td><td>May</td><td>30766</td><td>11</td><td>Nov</td><td>16689</td></tr> <tr><td>6</td><td>Jun</td><td>22890</td><td>12</td><td>Dec</td><td>18037</td></tr> </tbody> </table> | | | | | Month | Kwh | | Month | Kwh | 1 | Jan | 48269 | 7 | July | 27328 | 2 | Feb | 29812 | 8 | Aug | 23331 | 3 | Mac | 28562 | 9 | Sept | 19279 | 4 | April | 26298 | 10 | Oct | 19174 | 5 | May | 30766 | 11 | Nov | 16689 | 6 | Jun | 22890 | 12 | Dec | 18037 | | | | | | | |
| | Month | Kwh | | Month | Kwh | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Jan | 48269 | 7 | July | 27328 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Feb | 29812 | 8 | Aug | 23331 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Mac | 28562 | 9 | Sept | 19279 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | April | 26298 | 10 | Oct | 19174 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | May | 30766 | 11 | Nov | 16689 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Jun | 22890 | 12 | Dec | 18037 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|---|------------|----------------|----------------|---------|----------------|---------|-----|-------|------|-------|-----|------|-----|-------|------|-------|-----|------|-----|-------|------|-------|-----|------|-------|-------|------|-------|-----|------|-----|-------|------|-------|-----|------|-----|-------|------|-------|-----|------|------|-------|------|-------|-----|------|-----|-------|------|-------|------|------|------|-------|------|-------|------|------|-----|-------|------|-------|------|------|-----|-------|------|-------|------|------|-----|-------|------|-------|------|------|-------|--------|-------|-------|-------|------|----------|
| 4.5.2.2 | <p>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.</p> <p>- Major compliance -</p> | <p>The mill records the following data and tabulated the ratio against the FFB processed to determine the efficiency of their operations;</p> <p>a) all the diesel used (non-renewable) for the mill operations (Details as per indicator 4.5.2.1 above)</p> <p>b) fibre/shell used (renewable)</p> <p>In this relation the following data were sighted and verified. Unit in mt otherwise stated.</p> <table border="1"> <thead> <tr> <th></th> <th>FFB Prod.</th> <th>Fibre produced</th> <th>Fibre %</th> <th>Shell produced</th> <th>Shell %</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>14655</td><td>2014</td><td>13.74</td><td>836</td><td>5.70</td></tr> <tr><td>Feb</td><td>13592</td><td>1893</td><td>13.93</td><td>780</td><td>5.74</td></tr> <tr><td>Mac</td><td>14922</td><td>2170</td><td>14.54</td><td>891</td><td>5.97</td></tr> <tr><td>April</td><td>15477</td><td>2314</td><td>14.95</td><td>888</td><td>5.74</td></tr> <tr><td>May</td><td>16164</td><td>2365</td><td>14.63</td><td>909</td><td>5.62</td></tr> <tr><td>Jun</td><td>17313</td><td>2531</td><td>14.62</td><td>979</td><td>5.65</td></tr> <tr><td>July</td><td>17262</td><td>2446</td><td>14.17</td><td>959</td><td>5.55</td></tr> <tr><td>Aug</td><td>19711</td><td>2897</td><td>14.70</td><td>1134</td><td>5.75</td></tr> <tr><td>Sept</td><td>20239</td><td>3003</td><td>14.84</td><td>1177</td><td>5.82</td></tr> <tr><td>Oct</td><td>21587</td><td>3262</td><td>15.11</td><td>1351</td><td>6.26</td></tr> <tr><td>Nov</td><td>22559</td><td>3456</td><td>15.32</td><td>1399</td><td>6.20</td></tr> <tr><td>Dec</td><td>20665</td><td>3133</td><td>15.16</td><td>1270</td><td>6.15</td></tr> <tr><td>Total</td><td>214147</td><td>31484</td><td>14.70</td><td>12572</td><td>5.87</td></tr> </tbody> </table> <p>This ratio varies from one mill to another subject to the milling capacity and type of boiler /heating surface/boiler age. The estimate for the usage is provided in the mill annual budget.</p> | | FFB Prod. | Fibre produced | Fibre % | Shell produced | Shell % | Jan | 14655 | 2014 | 13.74 | 836 | 5.70 | Feb | 13592 | 1893 | 13.93 | 780 | 5.74 | Mac | 14922 | 2170 | 14.54 | 891 | 5.97 | April | 15477 | 2314 | 14.95 | 888 | 5.74 | May | 16164 | 2365 | 14.63 | 909 | 5.62 | Jun | 17313 | 2531 | 14.62 | 979 | 5.65 | July | 17262 | 2446 | 14.17 | 959 | 5.55 | Aug | 19711 | 2897 | 14.70 | 1134 | 5.75 | Sept | 20239 | 3003 | 14.84 | 1177 | 5.82 | Oct | 21587 | 3262 | 15.11 | 1351 | 6.26 | Nov | 22559 | 3456 | 15.32 | 1399 | 6.20 | Dec | 20665 | 3133 | 15.16 | 1270 | 6.15 | Total | 214147 | 31484 | 14.70 | 12572 | 5.87 | Complied |
| | FFB Prod. | Fibre produced | Fibre % | Shell produced | Shell % | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jan | 14655 | 2014 | 13.74 | 836 | 5.70 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Feb | 13592 | 1893 | 13.93 | 780 | 5.74 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mac | 14922 | 2170 | 14.54 | 891 | 5.97 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| April | 15477 | 2314 | 14.95 | 888 | 5.74 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| May | 16164 | 2365 | 14.63 | 909 | 5.62 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jun | 17313 | 2531 | 14.62 | 979 | 5.65 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| July | 17262 | 2446 | 14.17 | 959 | 5.55 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Aug | 19711 | 2897 | 14.70 | 1134 | 5.75 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sept | 20239 | 3003 | 14.84 | 1177 | 5.82 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Oct | 21587 | 3262 | 15.11 | 1351 | 6.26 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Nov | 22559 | 3456 | 15.32 | 1399 | 6.20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dec | 20665 | 3133 | 15.16 | 1270 | 6.15 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 214147 | 31484 | 14.70 | 12572 | 5.87 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.2.3 | <p>The use of renewable energy should be applied where possible.</p> <p>- Minor compliance -</p> | <p>The fiber 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</p> | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---------------------------------|-------|----------------|---------|---|-----------------|---------------------------------|---------------------|---|---------------------|---|-------------------------------|---|----------------|---------|---------------------------------|--------|---------------------------------|---|------------------|------|--------------------------|-----|--------------|----------|
| | | the estates for mulching. Details of renewable energy fibre/shell used in the mill is shown in 4.5.2.2 above. | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 - | <p>All waste and pollution are identified and documented in the Waste Management Plan 2023. The waste generated from the mill operations as shown below;</p> <table border="1"> <thead> <tr> <th></th> <th>Waste</th> <th>Item</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td rowspan="3">Scheduled Waste</td> <td>Spent lubricants /hydraulic oil</td> <td>Workshop activities</td> </tr> <tr> <td>Used batteries/ used rags /empty containers</td> <td>Workshop activities</td> </tr> <tr> <td>Hexane/spent chemicals/empty containers</td> <td>Laboratory and boiler station</td> </tr> <tr> <td rowspan="2">2</td> <td rowspan="2">Domestic Waste</td> <td>Rubbish</td> <td>Line site/office & mill complex</td> </tr> <tr> <td>Sewage</td> <td>Line site/office & mill complex</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Industrial Waste</td> <td>POME</td> <td>Effluent Treatment Plant</td> </tr> <tr> <td>EFB</td> <td>EFB station.</td> </tr> </tbody> </table> <p>The source of mill pollution generated from the mill is the smoke from the boiler. It is monitored from the stack emission during the entire operations. These reports are reviewed by the mill and submitted to DOE. There was no major issue.</p> | | Waste | Item | Sources | 1 | Scheduled Waste | Spent lubricants /hydraulic oil | Workshop activities | Used batteries/ used rags /empty containers | Workshop activities | Hexane/spent chemicals/empty containers | Laboratory and boiler station | 2 | Domestic Waste | Rubbish | Line site/office & mill complex | Sewage | Line site/office & mill complex | 3 | Industrial Waste | POME | Effluent Treatment Plant | EFB | EFB station. | Complied |
| | Waste | Item | Sources | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Scheduled Waste | Spent lubricants /hydraulic oil | Workshop activities | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Used batteries/ used rags /empty containers | Workshop activities | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Hexane/spent chemicals/empty containers | Laboratory and boiler station | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Domestic Waste | Rubbish | Line site/office & mill complex | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Sewage | Line site/office & mill complex | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Industrial Waste | POME | Effluent Treatment Plant | | | | | | | | | | | | | | | | | | | | | | | | |
| | | EFB | EFB station. | | | | | | | | | | | | | | | | | | | | | | | | |
| 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- | <p>The Waste Management Plan 2023 is available and sighted. The plan listed the waste generated from the mill operations as shown in indicator 4.5.3.1 above. The management of the waste aimed for a reduction and improvement are described below:</p> <table border="1"> <thead> <tr> <th>Type</th> <th>Item</th> <th>Action/Program</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Type | Item | Action/Program | | | | Complied | | | | | | | | | | | | | | | | | | |
| Type | Item | Action/Program | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

| Criterion / Indicator | | Assessment Findings | | | Compliance | | | | | | | | | | | | | | |
|-----------------------|--|---|-----------------|----------------------------------|--|--|--|----------------|---------|--|--------|-----------------------------|------------------|------|--|-----|---|--|--|
| | <p>products by converting them into value-added products.</p> <p>- Major compliance -</p> | <table border="1"> <tr> <td rowspan="3">Scheduled waste</td> <td>Spent lubricants / hydraulic oil</td> <td rowspan="3">SOP on SW management Compliance to Environmental Quality Regulation 2005; Establishment & notification of SW Labeling & Coding of SW SW Inventory Disposal < 180 days & approved quantity/volume.</td> </tr> <tr> <td>Used batteries/ used rags / empty containers</td> </tr> <tr> <td>Hexane/spent chemicals/ empty containers</td> </tr> <tr> <td rowspan="2">Domestic Waste</td> <td>Rubbish</td> <td>Disposed together with the estate-to-estate landfill</td> </tr> <tr> <td>Sewage</td> <td>Disposal by local authority</td> </tr> <tr> <td rowspan="2">Industrial Waste</td> <td>POME</td> <td>Monitoring of application & through operation of evaporators</td> </tr> <tr> <td>EFB</td> <td>Monitoring of application in the field.</td> </tr> </table> | Scheduled waste | Spent lubricants / hydraulic oil | SOP on SW management Compliance to Environmental Quality Regulation 2005; Establishment & notification of SW Labeling & Coding of SW SW Inventory Disposal < 180 days & approved quantity/volume. | Used batteries/ used rags / empty containers | Hexane/spent chemicals/ empty containers | Domestic Waste | Rubbish | Disposed together with the estate-to-estate landfill | Sewage | Disposal by local authority | Industrial Waste | POME | Monitoring of application & through operation of evaporators | EFB | Monitoring of application in the field. | | |
| Scheduled waste | Spent lubricants / hydraulic oil | SOP on SW management Compliance to Environmental Quality Regulation 2005; Establishment & notification of SW Labeling & Coding of SW SW Inventory Disposal < 180 days & approved quantity/volume. | | | | | | | | | | | | | | | | | |
| | Used batteries/ used rags / empty containers | | | | | | | | | | | | | | | | | | |
| | Hexane/spent chemicals/ empty containers | | | | | | | | | | | | | | | | | | |
| Domestic Waste | Rubbish | Disposed together with the estate-to-estate landfill | | | | | | | | | | | | | | | | | |
| | Sewage | Disposal by local authority | | | | | | | | | | | | | | | | | |
| Industrial Waste | POME | Monitoring of application & through operation of evaporators | | | | | | | | | | | | | | | | | |
| | EFB | Monitoring of application in the field. | | | | | | | | | | | | | | | | | |
| 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>The SOP on Scheduled Waste disposal is established and implemented. The standard operation procedure for the estates / mill operations are available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a) Level 1 Integrated Management Manual b) Level 2 standard operating procedure/SPO OHS c) Level 3 work instruction d) Level 4 records. <p>Amendments are made should there be requirement to suit the local issues/situation.</p> <p>Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of</p> | | | Complied | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | | | | Compliance | |
|--|---|--|--------|--------|--------|--------|--------|--------|------------|--|
| | | proper management and disposal. The mill scheduled waste is disposed to Kualiti Alam Sdn Bhd. | | | | | | | | |
| | | Date | SW429 | SW409 | SW410 | SW305 | SW102 | SW110 | SW408 | |
| | | 20/9/23 | 0.0158 | 0.1619 | 0.1108 | 0.3332 | 0.0088 | 0.0052 | 0.0078 | |
| | | 13/4/23 | 0.0876 | 0.1538 | 0.1190 | 0.2393 | 0.0374 | 0.0128 | 0.0150 | |
| 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 disposal for the Palong Cocoa Mill are made to the Palong Estate (Kemedak Division) landfill at field no P12/K5. Collection 2 to 3 times a week. | | | | | | | 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 - | <p>The polluting activities are identified and documented in the Environmental Aspect & Impact Identification. From the EIA, it will be evaluated for the impact. The identified impact if any will be included in the management plan. The evaluation is documented in the Environmental Impact Evaluation. It was last reviewed on Aug 2023. Areas of focus include activities at the chemical store / workshop / store / scheduled waste / diesel tank / boiler house / effluent pond / WTP.</p> <p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. (SM/5.2/EAI) and (SM/5.2/EIE) which covers estates and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates</p> | | | | | | | Complied | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|--|----------|------------|-------------------------|--------|--|---|-----|---|--|---|-------|---|--|---|------|--|--|--|-----------|--------|----------|---|--------------------|-------|---|---|-------------------------|------|---|---|--------------|--------|---|---|-----------------------------------|-----|-----|---|---------|-----|------|--|
| | | <p>and mill operations were:</p> <table border="1"> <thead> <tr> <th></th> <th>Environmental Receptors</th> <th colspan="2">Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td colspan="2">Air emissions - from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td colspan="2">Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td colspan="2">Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.</td> </tr> </tbody> </table> <p>Palong Cocoa Mill conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS was found to be in functional condition. Data from the stack is connected online to DOE’s office. Boiler smoke emission data are within the DOE limit. Results dated 04/09/2023. Analysis made by MAREFF Management Sdn Bhd, Kuala Lumpur.</p> <table border="1"> <thead> <tr> <th></th> <th>Parameter</th> <th>Result</th> <th>Standard</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Stack gas velocity</td> <td>53.80</td> <td>-</td> </tr> <tr> <td>2</td> <td>Particle mass flow rate</td> <td>4.61</td> <td>-</td> </tr> <tr> <td>3</td> <td>Isokinetic %</td> <td>93-104</td> <td>-</td> </tr> <tr> <td>4</td> <td>Average particulate concentration</td> <td>128</td> <td>150</td> </tr> <tr> <td>5</td> <td>12% CO2</td> <td>268</td> <td>1000</td> </tr> </tbody> </table> | | | Environmental Receptors | Source | | 1 | Air | Air emissions - from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping). | | 2 | Water | Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down | | 3 | Land | Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics. | | | Parameter | Result | Standard | 1 | Stack gas velocity | 53.80 | - | 2 | Particle mass flow rate | 4.61 | - | 3 | Isokinetic % | 93-104 | - | 4 | Average particulate concentration | 128 | 150 | 5 | 12% CO2 | 268 | 1000 | |
| | Environmental Receptors | Source | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Air | Air emissions - from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Water | Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Land | Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Parameter | Result | Standard | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Stack gas velocity | 53.80 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Particle mass flow rate | 4.61 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Isokinetic % | 93-104 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Average particulate concentration | 128 | 150 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 12% CO2 | 268 | 1000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.4.2 | An action plan to reduce identified significant pollutants and | The GHG emissions due to the operations is identified and recorded | | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|--|---------|------------|---------------------|-------------|---------|---|--|---|----------------------------------|--|------|--------------------------|--|---|----------|------|-----|-----|-----|---|-----|---|------|------|------|---|------------|---|-----|-----|-----|---|---------|---|-----|-----|-----|---|--------------|---|------|------|------|---|----------|---|------|-----|------|---|----------|---|------|------|-------|----------|
| | emissions shall be established and implemented. - Major compliance - | <p>in the palm GHG version 3.01. The emission reduction plan for mill and estate includes reduction of fertilizer usage by embarking organic fertilizer and installation of biogas plant.</p> <table border="1"> <thead> <tr> <th></th> <th>Issues & Strategies</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Reduce diesel consumption at mill operation</td> <td>To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage</td> </tr> <tr> <td>2</td> <td>Reduce smoke emission to the air</td> <td>To effectively implement the CEMS eliminate use of wet shell as fuel</td> </tr> <tr> <td>3</td> <td>Reduce electricity usage</td> <td>Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system</td> </tr> </tbody> </table> | | | Issues & Strategies | Action Plan | 1 | Reduce diesel consumption at mill operation | To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage | 2 | Reduce smoke emission to the air | To effectively implement the CEMS eliminate use of wet shell as fuel | 3 | Reduce electricity usage | Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Issues & Strategies | Action Plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Reduce diesel consumption at mill operation | To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Reduce smoke emission to the air | To effectively implement the CEMS eliminate use of wet shell as fuel | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Reduce electricity usage | Monitor usage vs baseline Install capacitor at identified large power consumption motor Install LED bulb for the lighting system | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.5.4.3 | 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. - Major compliance - | <p>Based on Jadual Pematuhan SPOM disposed effluent on land application in Palong Estate Mungka Division P12. Sighted quarterly report has been submitted to DOE (license no 004720) 01/07/2023 - 30/06/2024) on quarterly basis. Latest submission for to DOE for period July - Sept 2023. Among others the indicators were:</p> <table border="1"> <thead> <tr> <th></th> <th>April - June 22</th> <th>STD</th> <th>10/7/23</th> <th>08/8/23</th> <th>07/9/23</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>pH</td> <td>5-9</td> <td>8.40</td> <td>8.50</td> <td>7.50</td> </tr> <tr> <td>2</td> <td>BOD mg/l</td> <td>2500</td> <td>520</td> <td>595</td> <td>990</td> </tr> <tr> <td>3</td> <td>COD</td> <td>-</td> <td>2421</td> <td>2477</td> <td>7726</td> </tr> <tr> <td>4</td> <td>A Nitrogen</td> <td>-</td> <td>193</td> <td>129</td> <td>381</td> </tr> <tr> <td>5</td> <td>Total N</td> <td>-</td> <td>246</td> <td>136</td> <td>576</td> </tr> <tr> <td>6</td> <td>Oil & Grease</td> <td>-</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>7</td> <td>S Solids</td> <td>-</td> <td>1160</td> <td>732</td> <td>3820</td> </tr> <tr> <td>8</td> <td>T Solids</td> <td>-</td> <td>9552</td> <td>9092</td> <td>13364</td> </tr> </tbody> </table> <p>All parameters tested complied with regulatory standards.</p> | | | April - June 22 | STD | 10/7/23 | 08/8/23 | 07/9/23 | 1 | pH | 5-9 | 8.40 | 8.50 | 7.50 | 2 | BOD mg/l | 2500 | 520 | 595 | 990 | 3 | COD | - | 2421 | 2477 | 7726 | 4 | A Nitrogen | - | 193 | 129 | 381 | 5 | Total N | - | 246 | 136 | 576 | 6 | Oil & Grease | - | 0.00 | 0.00 | 0.00 | 7 | S Solids | - | 1160 | 732 | 3820 | 8 | T Solids | - | 9552 | 9092 | 13364 | Complied |
| | April - June 22 | STD | 10/7/23 | 08/8/23 | 07/9/23 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | pH | 5-9 | 8.40 | 8.50 | 7.50 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | BOD mg/l | 2500 | 520 | 595 | 990 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | COD | - | 2421 | 2477 | 7726 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | A Nitrogen | - | 193 | 129 | 381 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Total N | - | 246 | 136 | 576 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Oil & Grease | - | 0.00 | 0.00 | 0.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | S Solids | - | 1160 | 732 | 3820 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | T Solids | - | 9552 | 9092 | 13364 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|------------------------|----------|--|---------------|--------------|--|-----|--|---|--|------------------------|---|---|--|------------------------|----------------------|--|--|--|--|--------------|--------------|--|-----|--------|------------------------|--|--|---------------|----------|----------------|---|--|---------------|----------|-----------------|
| Criterion 4.5.5: Natural water resources | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>4.5.5.1 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. c) Ways to optimize water and nutrient usage and reduce wastage (<i>e.g.</i> having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.). <p>- Major compliance -</p> | <p>The Water Management Plan for the mill has been established. It was last reviewed on 1/08/2023 for the 2023 plan. Included therein are the following documents which were sighted and verified;</p> <table border="1" data-bbox="1072 612 1899 1031"> <thead> <tr> <th colspan="4">Contingency plan during water shortage</th> </tr> <tr> <th>Area/incident</th> <th colspan="2">Action steps</th> <th>PIC</th> </tr> </thead> <tbody> <tr> <td>1 Water shortage/ prolonged dry season</td> <td colspan="2">To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water supply from mill's WTP</td> <td>Mill Executives/ Staff</td> </tr> <tr> <td>2 Severe water pollution/ contamination</td> <td colspan="2">To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water outsourced supply.</td> <td>Mill Executives/ Staff</td> </tr> </tbody> </table> <table border="1" data-bbox="1072 1070 1883 1342"> <thead> <tr> <th colspan="5">Water reduction plan</th> </tr> <tr> <th>Issues/Areas</th> <th colspan="2">Action Steps</th> <th>PIC</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>1 Rainwater collection</td> <td colspan="2">Large containers are to be placed at strategic locations to collect rain water. The rainwater shall be recycled for washing heavy machinery</td> <td>Mill Engineer</td> <td>On-going</td> </tr> <tr> <td>2 Re-streaming</td> <td colspan="2">Re stream from sterilizer condensate pit for dilution</td> <td>Mill Engineer</td> <td>On-going</td> </tr> </tbody> </table> | Contingency plan during water shortage | | | | Area/incident | Action steps | | PIC | 1 Water shortage/ prolonged dry season | To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water supply from mill's WTP | | Mill Executives/ Staff | 2 Severe water pollution/ contamination | To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water outsourced supply. | | Mill Executives/ Staff | Water reduction plan | | | | | Issues/Areas | Action Steps | | PIC | Status | 1 Rainwater collection | Large containers are to be placed at strategic locations to collect rain water. The rainwater shall be recycled for washing heavy machinery | | Mill Engineer | On-going | 2 Re-streaming | Re stream from sterilizer condensate pit for dilution | | Mill Engineer | On-going | <p>Complied</p> |
| Contingency plan during water shortage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Area/incident | Action steps | | PIC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 Water shortage/ prolonged dry season | To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water supply from mill's WTP | | Mill Executives/ Staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 Severe water pollution/ contamination | To obtain water from SAJ To train/educate staff/workers to conserve water To seek assistance from SAJ To obtain treated water outsourced supply. | | Mill Executives/ Staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Water reduction plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issues/Areas | Action Steps | | PIC | Status | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 Rainwater collection | Large containers are to be placed at strategic locations to collect rain water. The rainwater shall be recycled for washing heavy machinery | | Mill Engineer | On-going | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 Re-streaming | Re stream from sterilizer condensate pit for dilution | | Mill Engineer | On-going | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | | | | |
|---|----------------------|---|---------------------|--|------------------------------|------------|---|----------------------|---|-----|----|
| | | Identification & management of wastewater | | | | | | | | | |
| | | | Location | Wastewater produced | Treatment/containment | | Reuse/recycle/disposal method | | | | |
| | | 1 | Processing stations | Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water | Oil recovery/ETP | | Recover into system | | | | |
| | | 2 | Boiler | Blow down, cleaning water | Sludge pit, ETP | | Monsoon drain | | | | |
| | | 3 | Process ramp | Rainfall runoff | Sedimentation trap | | Monsoon drain | | | | |
| | | 4 | Engine room | Steam condensate, turbine cooling water | Monsoon drain, recycled tank | | Monsoon drain | | | | |
| | | 5 | Laboratory | Cleaning water | Process drain | | Monsoon drain | | | | |
| | | 6 | Washroom | Toilet water, cleaning water | Septic tank | | Supernatant to drains, sludge collected by licensed contractor. | | | | |
| <p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the River Reserve Management (Management of River Reserve in Kulim Malaysia Berhad dated 01/11/2018). The buffer zones established are as following:</p> <table border="1"> <thead> <tr> <th></th> <th>River width (Meters)</th> <th>Buffer Zone (Meters)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>>40</td> <td>50</td> </tr> </tbody> </table> | | | | | | | River width (Meters) | Buffer Zone (Meters) | 1 | >40 | 50 |
| | River width (Meters) | Buffer Zone (Meters) | | | | | | | | | |
| 1 | >40 | 50 | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | | | | Compliance | | |
|-----------------------|--|--|------------|------------|------------|------------|------------|-------|
| | | 2 | 20-40 | | 40 | | | |
| | | 3 | 10-20 | | 20 | | | |
| | | 4 | 5-10 | | 10 | | | |
| | | 5 | <5 | | 5 | | | |
| | | Water usage for 2022 utilized for processing as shown below | | | | | | |
| | | | Month | Water / mt | FFB/mt | Water /FFB | | |
| | | 1 | Jan | 19179 | 14655 | 1.31 | | |
| | | 2 | Feb | 18013 | 13592 | 1.33 | | |
| | | 3 | Mac | 23529 | 14922 | 1.58 | | |
| | | 4 | April | 22366 | 15477 | 1.45 | | |
| | | 5 | May | 21370 | 16164 | 1.32 | | |
| | | 6 | Jun | 22764 | 17313 | 1.31 | | |
| | | 7 | July | 22461 | 17262 | 1.30 | | |
| | | 8 | Aug | 27272 | 19711 | 1.38 | | |
| | | 9 | Sept | 27483 | 20239 | 1.36 | | |
| | | 10 | Oct | 25939 | 21587 | 1.20 | | |
| | | 11 | Nov | 24172 | 22559 | 1.07 | | |
| | | 12 | Dec | 26188 | 20665 | 1.27 | | |
| | | | Total | 280736 | 214147 | 1.31 | | |
| | | The mill made the following water analysis at a stream within the estate / mill vicinity as per DOE Jadual Pematuhan requirement. Details as follows. All units in mg/l except for pH. | | | | | | |
| | | | Parameter | STD | 02/04/2023 | | 04/07/2023 | |
| | | | | | Hulu | Hilir | Hulu | Hilir |
| | | 1 | pH | 6-9 | 6.9 | 6.0 | 7.2 | 6.7 |
| | | 2 | BOD | 3 | <10 | <10 | <10 | <10 |
| | | 3 | COD | 25 | <5 | <5 | 14 | 7 |
| | | 4 | A Nitrogen | 0.3 | 0.25 | 0.20 | 0.27 | 0.23 |
| | | 5 | DO | 5-7 | 4.47 | 4.25 | 6.48 | 6.27 |
| | | 7 | TD Solids | - | 148 | 108 | 160 | 124 |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|------------|---------|------|----------|--------|------|------|-------------------------|--|--|--|--|--|--|--|--|------|----|-----------|----|----|----------|--------|---|---------|-----|------|----|-----|--------|--------|---|----------|-----|---|-----|---|-----|-----|--|
| | | <table border="1"> <tr> <td>8</td> <td>Total N</td> <td>-</td> <td>0.51</td> <td>0.43</td> <td>0.67</td> <td>0.55</td> </tr> </table> <p>The mill relies on own water treatment. Samples were taken twice annually for domestic use standard. Results of analysis as shown below:</p> <table border="1"> <thead> <tr> <th colspan="8">Drinking water sampling</th> </tr> <tr> <th></th> <th>Date</th> <th>pH</th> <th>Turbidity</th> <th>Al</th> <th>Cl</th> <th>Coliform</th> <th>E coli</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>25/5/23</td> <td>7.1</td> <td>0.40</td> <td>ND</td> <td>1.2</td> <td>ND <10</td> <td>ND <10</td> </tr> <tr> <td>2</td> <td>Standard</td> <td>6-9</td> <td>5</td> <td>0.2</td> <td>5</td> <td>Nil</td> <td>Nil</td> </tr> </tbody> </table> <p>Analysis made at Johor Plantations Central Analytical Laboratory. Exceptional for water domestic use analysis are made at Decagon Lab & Analytical Testing Sdn Bhd located in Shah Alam Selangor</p> | 8 | Total N | - | 0.51 | 0.43 | 0.67 | 0.55 | Drinking water sampling | | | | | | | | | Date | pH | Turbidity | Al | Cl | Coliform | E coli | 1 | 25/5/23 | 7.1 | 0.40 | ND | 1.2 | ND <10 | ND <10 | 2 | Standard | 6-9 | 5 | 0.2 | 5 | Nil | Nil | |
| 8 | Total N | - | 0.51 | 0.43 | 0.67 | 0.55 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Drinking water sampling | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Date | pH | Turbidity | Al | Cl | Coliform | E coli | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 25/5/23 | 7.1 | 0.40 | ND | 1.2 | ND <10 | ND <10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Standard | 6-9 | 5 | 0.2 | 5 | Nil | Nil | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 - | Details of effluent treatment and report as per item 4.5.4.3 above. The effluent BOD limit is 2500 mg/L and land applied in Palong Cocoa Estate field no P12 | 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 - | Palong Cocoa POM continued to implement the established procedure for mill. For Palong Cocoa POM, Standard Operating Procedure (SDPOM/QM), dated 1/2/2018 is referred to. <ul style="list-style-type: none"> 1. Reception Station 2. Fruit Handling 3. Sterilization 4. Threshing | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|---|---|------------|
| | | 5. Empty Bunch Press 6. Digestion and pressing 7. Clarification 8. Kernel Extraction 9. Effluent Treatment & Waste Management 10. Boiler House | |
| 4.6.1.2 | All palm oil mills shall implement best practices. - Major compliance - | <p>Mechanism to check consistent implementation of procedures are in place. Internal audit by SQD department conducted on annual basis to check and report compliance against company policy and procedure with regards to operation, safety, health and welfare requirements. For other to ensure consistency of SOP implementation was verification from Regional Controller Report and Plantation Inspectorate Report.</p> <p><u>Palong Cocoa POM</u></p> <ol style="list-style-type: none"> Inspectorate report visit 15-16/08/2023. Ref document: MKI/PCPOM 3_2023. Internal audit report dated 10/09/2023 by SQD team. <p>Crop received in year 2022: 214,147.32mt Forecast in year 2023: 209,264mt Year todate as at July 2023: 78,102.80mt less by 29.12%. Compared to same period last year by 30,025.13mt. Crop process in July 2023 – 12,671.82mt less by 3,334.18mt or 20.83% against the estimate of 16,006mt. The mill utilization for July 2023 is 82.50% with 24 processing days. As at Year todate 2023, the utilization is 74.41%, with 164 processing days. The utilization is low because of the mill receiving</p> | Complied |

MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | | Assessment Findings | Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|------------|------------|------|------|------|-------------|-----------|-----------|-----------|-----------|-----|----------|----------|----------|----------|----|----------|----------|----------|----------|-----|--------|--------|--------|--------|-----|----|----|----|----|-----------|------------|------------|------------|------------|----------|
| | | low crops. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.6.2: Economic and financial viability plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.6.2.1 | <p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p> | <p>Annual business plan in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Sighted the annual budget FY 2023 and business plan FY 2023 – FY 2026. In the 5 years business plan include items as follows:</p> <ol style="list-style-type: none"> 1. Mill intake – FFB input 2. Production of CPO 3. Production of PK 4. Total Palm Oil Extraction 5. Total Palm Kernel Extraction 6. Mill cost <table border="1"> <thead> <tr> <th>Item</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>Mill intake</td> <td>206,252mt</td> <td>201,043mt</td> <td>201,063mt</td> <td>198,206mt</td> </tr> <tr> <td>CPO</td> <td>44,071mt</td> <td>42,902mt</td> <td>42,783mt</td> <td>41,973mt</td> </tr> <tr> <td>PK</td> <td>11,299mt</td> <td>10,988mt</td> <td>10,961mt</td> <td>10,869mt</td> </tr> <tr> <td>OER</td> <td>21.42%</td> <td>21.37%</td> <td>21.41%</td> <td>21.37%</td> </tr> <tr> <td>KER</td> <td>5%</td> <td>5%</td> <td>5%</td> <td>5%</td> </tr> <tr> <td>Mill cost</td> <td>RM69.55/mt</td> <td>RM72.87/mt</td> <td>RM73.83/mt</td> <td>RM75.58/mt</td> </tr> </tbody> </table> | Item | 2023 | 2024 | 2025 | 2026 | Mill intake | 206,252mt | 201,043mt | 201,063mt | 198,206mt | CPO | 44,071mt | 42,902mt | 42,783mt | 41,973mt | PK | 11,299mt | 10,988mt | 10,961mt | 10,869mt | OER | 21.42% | 21.37% | 21.41% | 21.37% | KER | 5% | 5% | 5% | 5% | Mill cost | RM69.55/mt | RM72.87/mt | RM73.83/mt | RM75.58/mt | Complied |
| Item | 2023 | 2024 | 2025 | 2026 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mill intake | 206,252mt | 201,043mt | 201,063mt | 198,206mt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CPO | 44,071mt | 42,902mt | 42,783mt | 41,973mt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PK | 11,299mt | 10,988mt | 10,961mt | 10,869mt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OER | 21.42% | 21.37% | 21.41% | 21.37% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| KER | 5% | 5% | 5% | 5% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mill cost | RM69.55/mt | RM72.87/mt | RM73.83/mt | RM75.58/mt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Criterion 4.6.3: Transparent and fair price dealing | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4.6.3.1 | <p>Pricing mechanisms for the products and other services shall be documented and effectively implemented.</p> <p>- Major compliance -</p> | <p>Pricing and Term of payment of the work was stated in the Section 6.0 of the agreement. Prior to the payment, the contractor is required to submit invoices and payment of fees will be made within 45 days from the date of certification of the submitted invoices as</p> | Complied | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

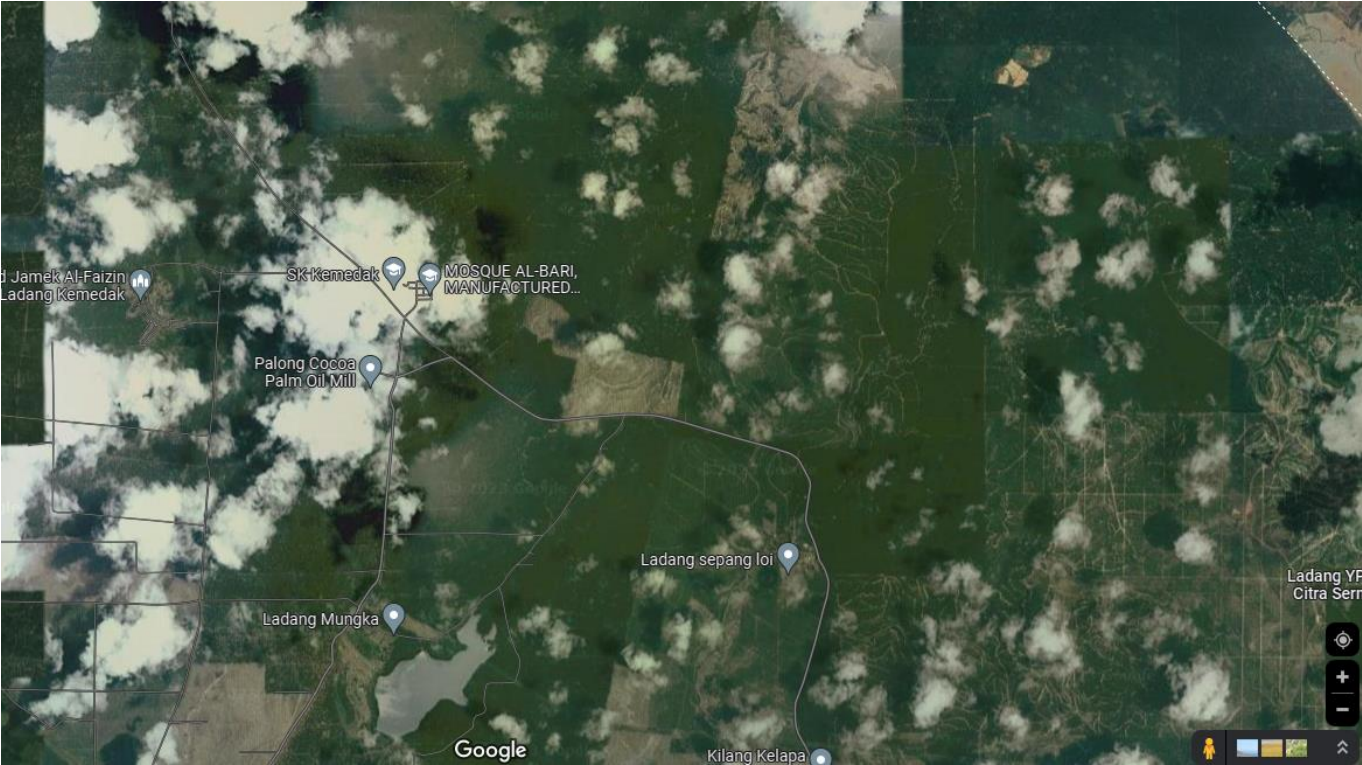
MSPO Public Summary Report
Revision 2 (Nov 2021)

| Criterion / Indicator | Assessment Findings | Compliance |
|---|---|-----------------|
| <p>4.6.3.2 All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -</p> | <p>stated in the agreement.</p> <p>Sampled of the contract and payment records for contractors as below:</p> <p>Sample 1 Contractor: YXXXXXX EXXXXXXXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Invoice date: 31/08/2023 Reference: YT23XX-000XX Payment date: 25/09/2023</p> <p>Sample 2 Contractor: TXX TXXX KXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Invoice date: 31/08/2023 Reference: TV23XX00XX Payment date: 24/09/2023</p> | <p>Complied</p> |
| <p>Criterion 4.6.4: Contractor</p> | | |
| <p>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 -</p> | <p>The contractors have acknowledged on the terms and conditions for complying with all RSPO, ISCC, MSPO requirements related to the execution of the contract. The contractors have been briefed on the MSPO requirements prior to work and signed on the Permit to Work after being briefed.</p> | <p>Complied</p> |

MSPO Public Summary Report
Revision 2 (Nov 2021)

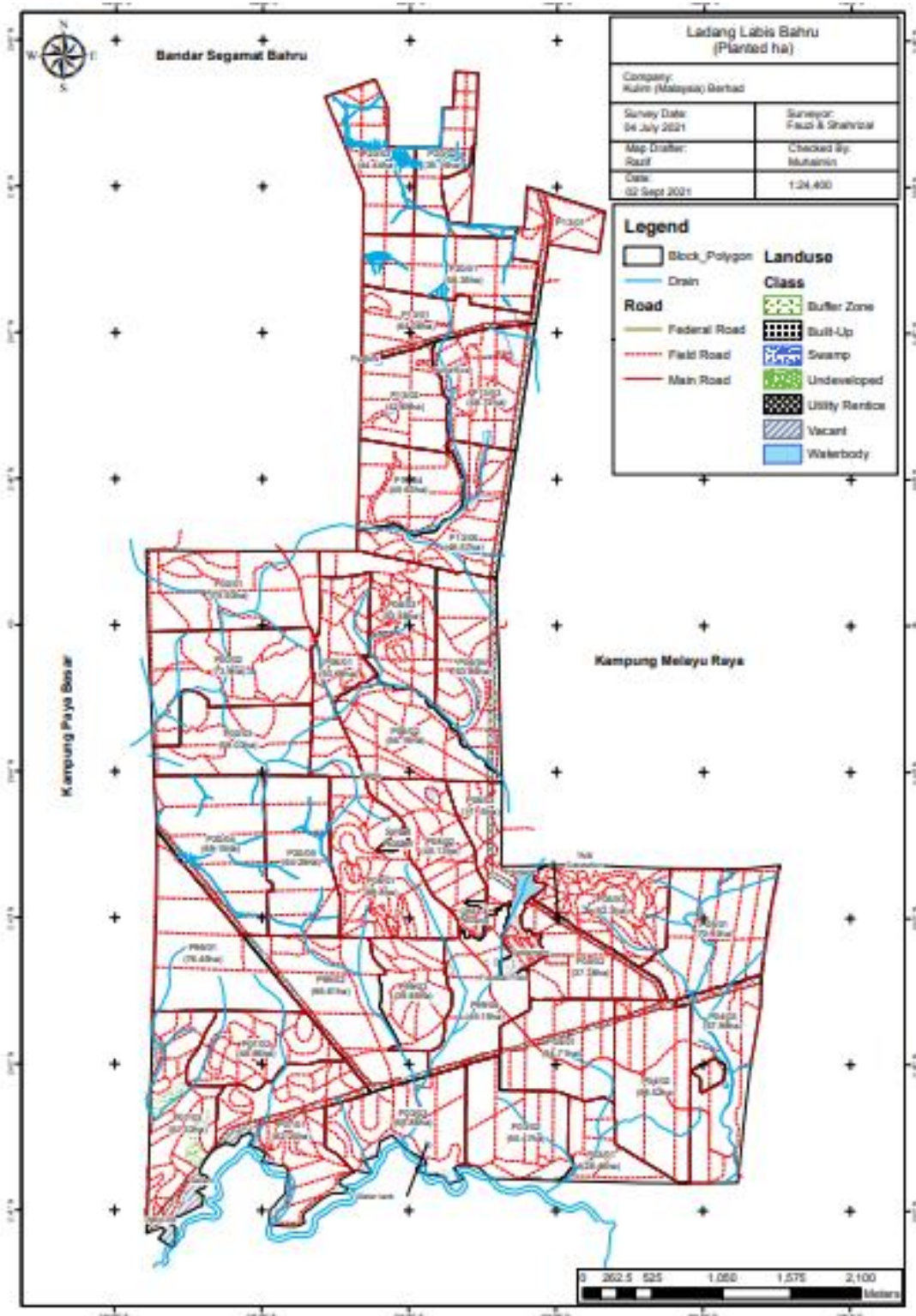
| Criterion / Indicator | | Assessment Findings | Compliance |
|-----------------------|--|---|------------|
| 4.6.4.2 | <p>The management shall provide evidence of agreed contracts with the contractor.</p> <p>- Major compliance -</p> | <p>Mill Management has engaged contractors for varieties of works such as maintenance/ repair works and transporters. Sampled of the agreement as below:</p> <p>Sample 1 Contractor: YXXXXXXXX EXXXXXXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Reference: JPB/CTD/77/29/2023/1(NFH)</p> <p>Sample 2 Contractor: TXX TXXX KXXXX Sdn Bhd Job: CPO Transporter Validity: 01/06/2023 to 30/06/2024 Reference: JPB/CTD/76/29/2023/1(NFH)</p> | Complied |
| 4.6.4.3 | <p>The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required.</p> <p>- Minor compliance -</p> | <p>The contractors have acknowledged that they are subject to any certification audit assessment through a physical inspection if required when agreement was signed. Refer Section 16.5 in the Contact Agreement stated "All contract operation perform by the Vendors is subjected to any certification audit assessment through a physical inspection if required".</p> | Complied |

Appendix C: Location and Field Map

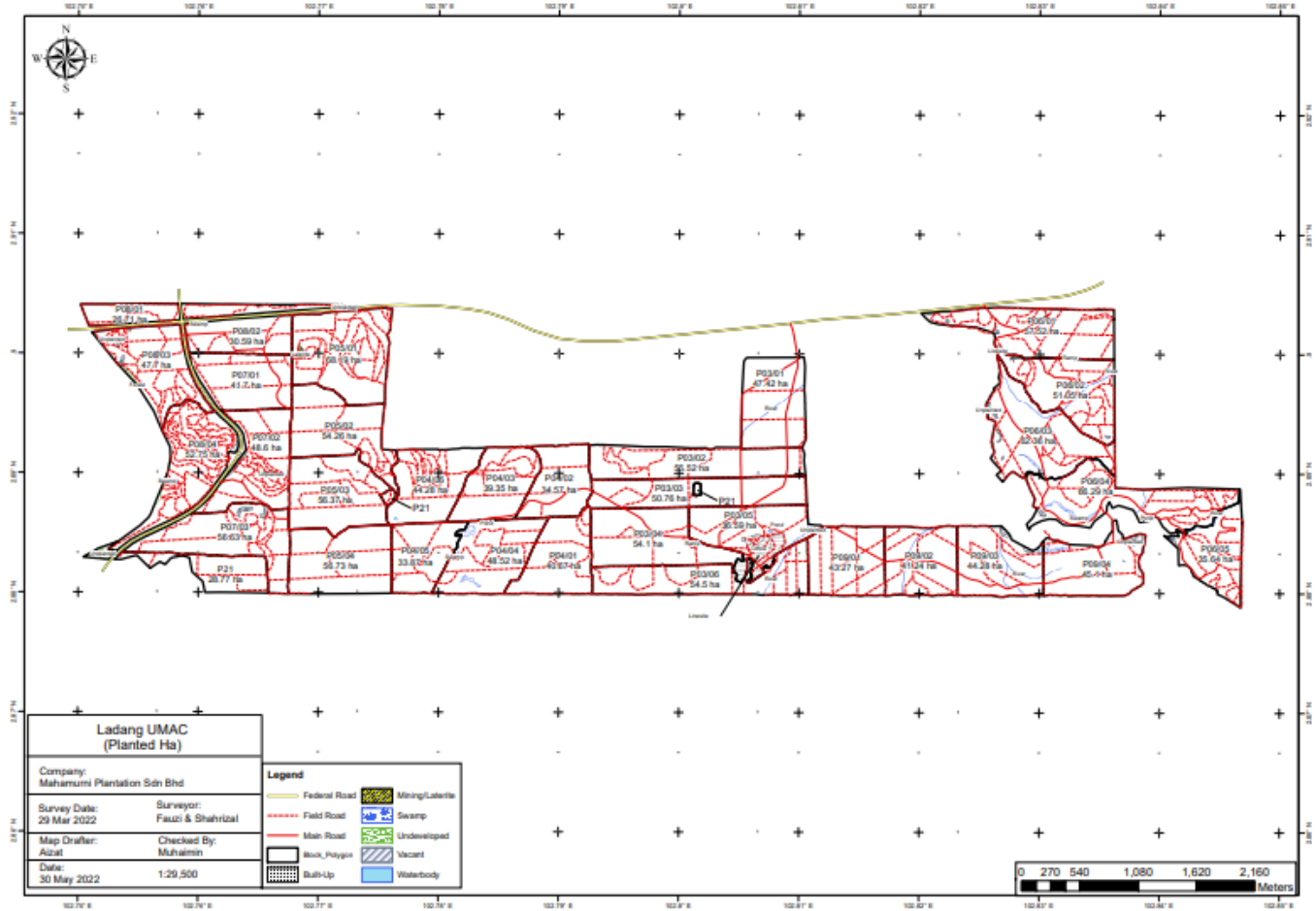


**MSPO Public Summary Report
Revision 2 (Nov 2021)**

Labis Bahru Estate

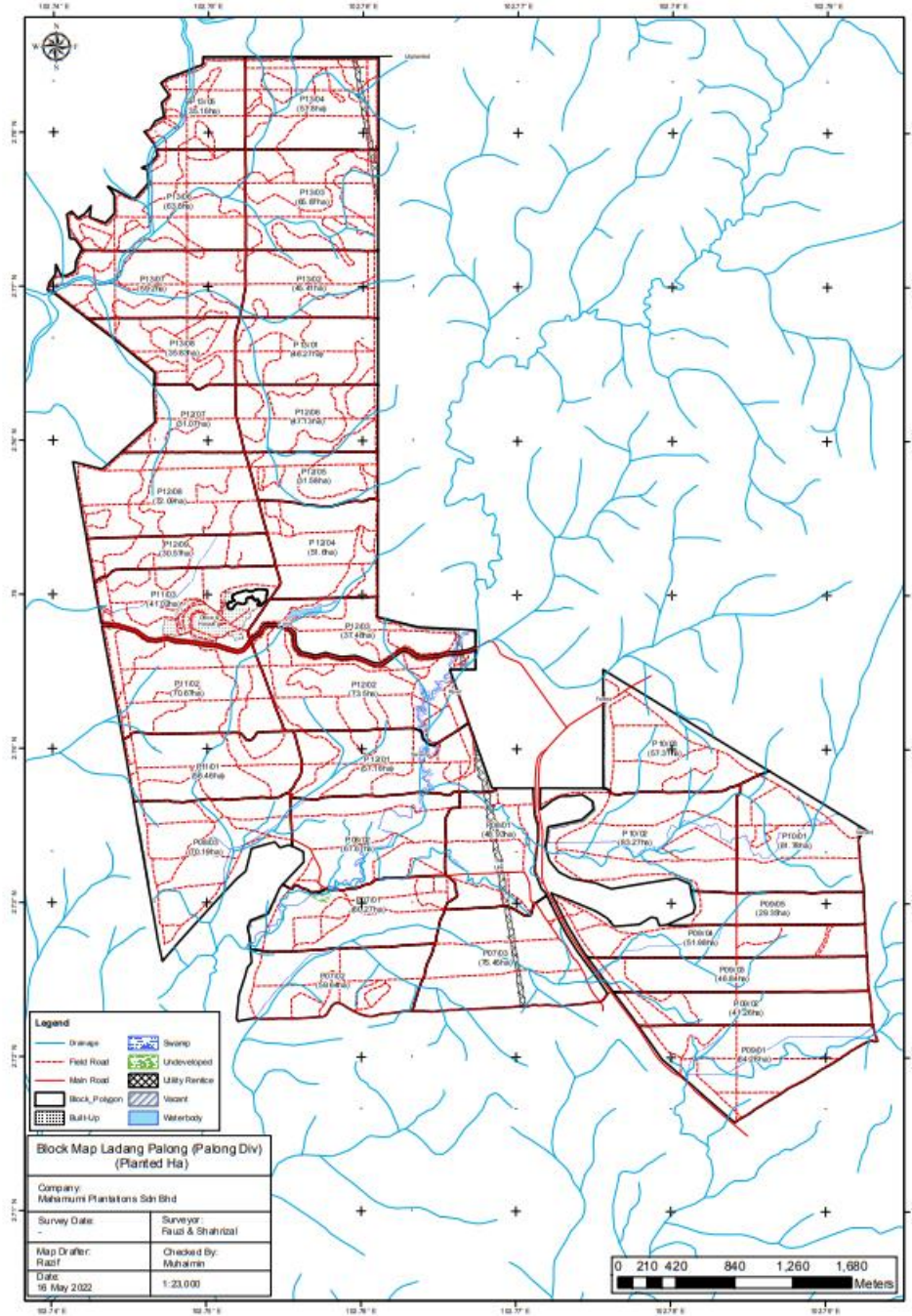


UMAC Estate

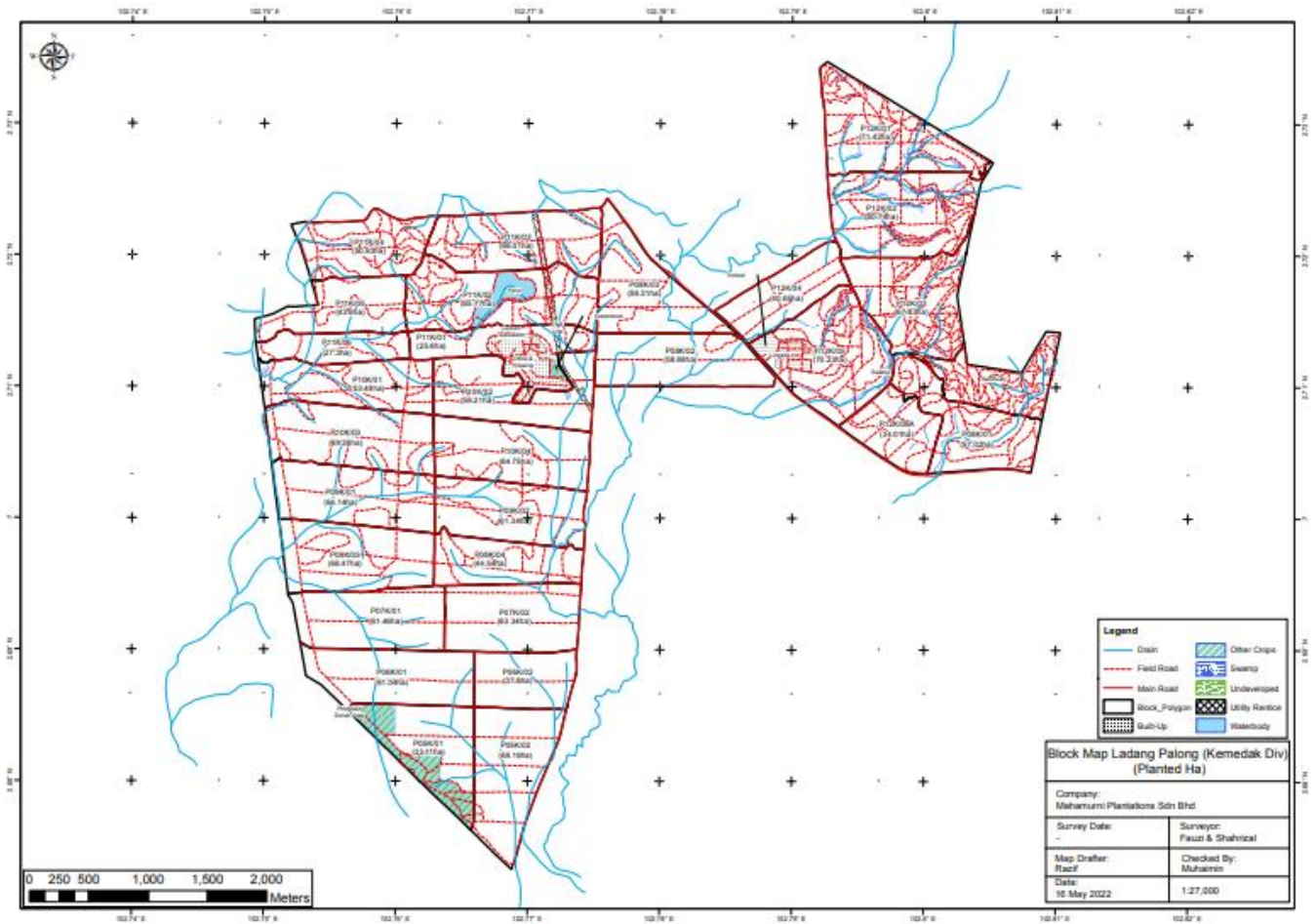


**MSPO Public Summary Report
Revision 2 (Nov 2021)**

Palong Estate

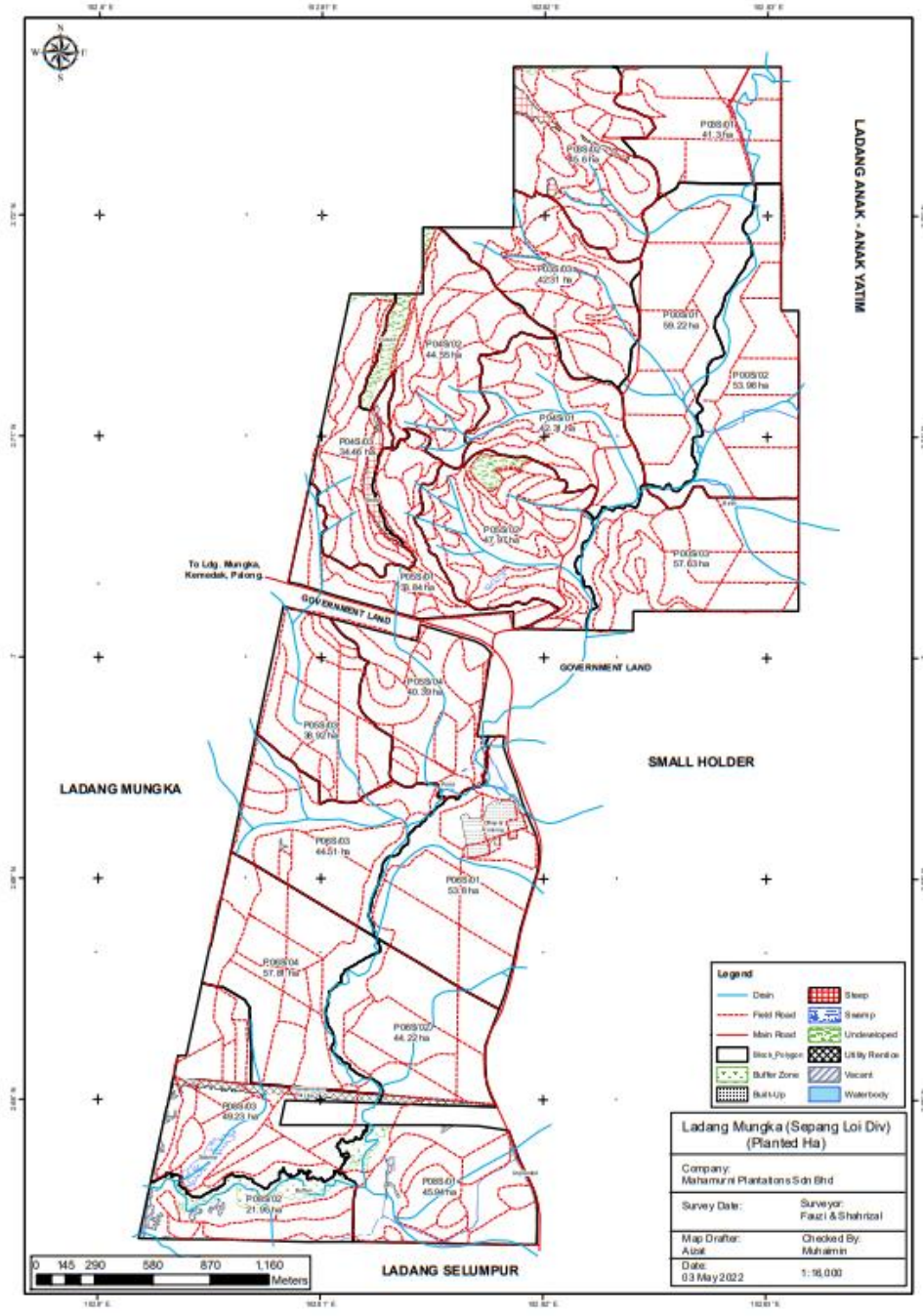


**MSPO Public Summary Report
Revision 2 (Nov 2021)**

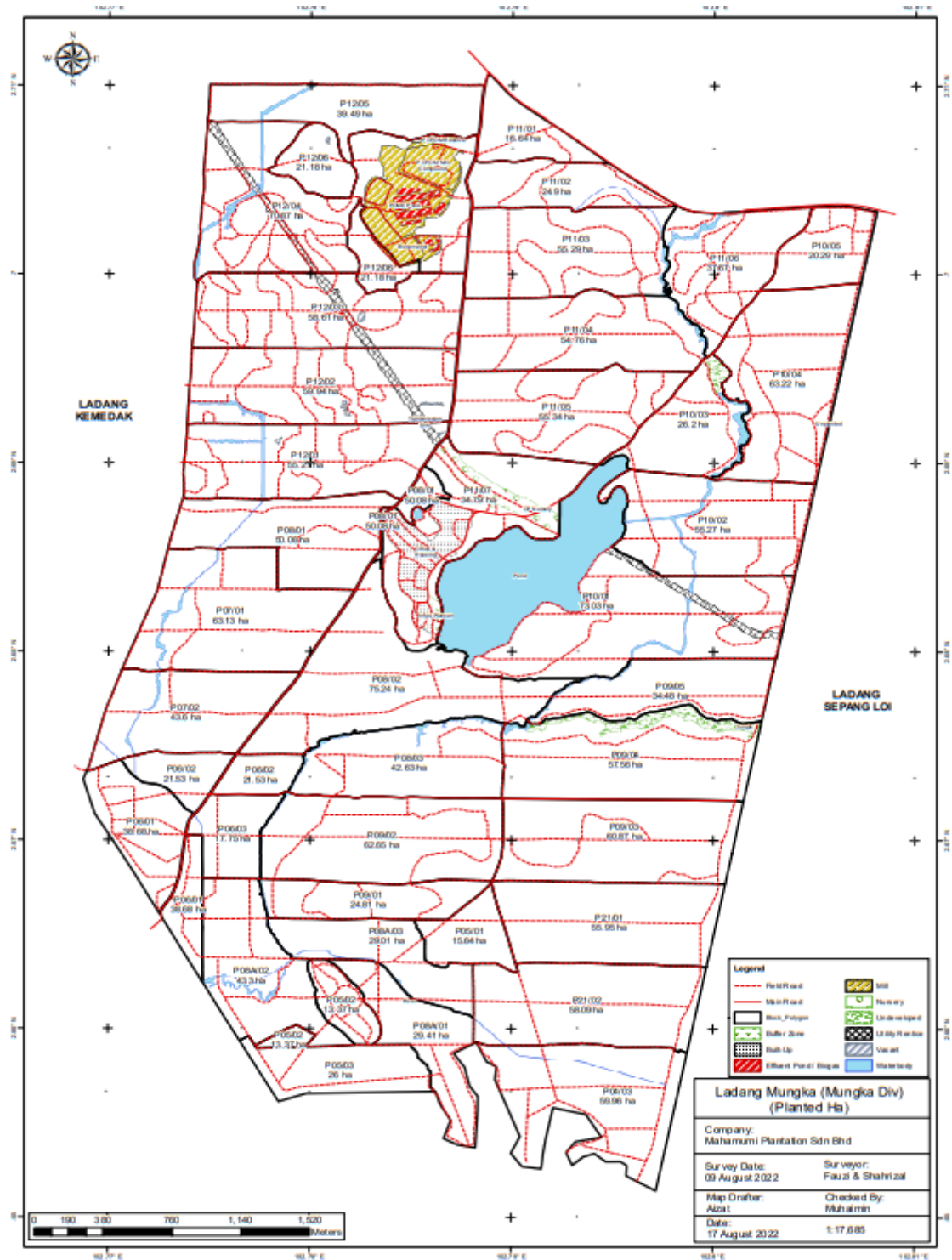


**MSPO Public Summary Report
Revision 2 (Nov 2021)**

Mungka Estate



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



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 |