

**RSPO PRINCIPLE AND CRITERIA –
1st Annual Surveillance Assessment (ASA1)
Public Summary Report**

FGV Holdings Berhad
Client company address: Plantation Sustainability Department Level 20 (W), Wisma FGV Jalan Raja Laut 50350 Kuala Lumpur Malaysia
Certification Unit: Lepar Hilir Palm Oil Mill and supply base Location of Certification Unit: FGV Palm Industries Sdn Bhd Lepar Hilir Palm Oil Mill 26300 Gambang, Kuantan Malaysia

TABLE of CONTENTS

Page No

Section 1: Scope of the Certification Assessment.....	4
1. Company Details	4
2. Certification Information	4
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	5
6. Plantings & Cycle.....	5
7. Certified Tonnage of FFB (Own Certified Scope)	5
8. Certified Tonnage of FFB (from other certified unit(s)) if applicable *.....	6
9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable	6
10. Certified Tonnage	6
11. Actual Sold Volume (CPO)	7
12. Actual Sold Volume (PK)	7
13. Actual Group certification Claims	7
Section 2: Assessment Process	8
2.1 Assessment Methodology, Programme, Site Visits.....	8
2.3 Assessment Plan	11
Section 3: Assessment Findings	14
3.1 Normative requirement applied for this assessment:.....	14
3.2 Time Bound Plan progress for multiple management units	14
3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)	23
3.4 Details of findings	23
3.4.1 Status of Nonconformities Previously Identified and Observations	29
3.4.2 Summary of the Nonconformities and Status.....	36
Formal Signing-off of Assessment Conclusion and Recommendation	39
Appendix A: Summary of Findings	40
Appendix B: Approved Time Bound Plan.....	102
Appendix C: GHG Reporting Executive Summary	122
Appendix D: General Chain of Custody Requirements for the Supply Chain.....	124
Appendix E: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)...153	
Supply Chain Declaration.....	158
Appendix F: Location Map of Lepar Hilir Palm Oil Mill Certification Unit and Supply bases.....	161
Appendix G : FGV Lepar Hilir 08 Estate.....	162

RSPO Public Summary Report
Revision 7 (Aug /2018)

Appendix H: FGV Lepar Hilir 05 Estate.....163
Appendix I: FGV Lepar Hilir 06 Estate.....164
Appendix J: List of Smallholder Sampled165
Appendix K: List of Abbreviations.....166

Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Parent Company Name	FGV Holdings Berhad		
Address	Plantations Sustainability Department, Level 20 (W), Wisma FGV Jalan Raja Laut 50350 Kuala Lumpur		
Subsidiary (Certification Unit Name)	FGV Palm Industries Sdn Bhd Lepar Hilir Palm Oil Mill		
Address	Certification unit : FGV Palm Industries Sdn Bhd, Lepar Hilir Palm Oil Mill, 26300 Gambang, Kuantan, Pahang, Malaysia		
Contact Name	Mr. Anthonius Sani		
Website	http://www.fgvholdings.com	E-mail	anthonius.s@fgvholdings.com
Telephone	+603 2859 1995	Facsimile	+603 2859 1311

2. Certification Information			
Certificate Number	RSPO 666408	Date of First Certification	02/02/2018
		Certificate Start Date	02/02/2018
		Certificate Expiry Date	01/02/2023
Scope of Certification	Palm Oil and Palm Kernel Production from Lepar Hilir Palm Oil Mill and Supply Base (Lepar Hilir 05, Lepar Hilir 06, Lepar Hilir 08 Estate)		
Applicable Standards	RSPO P&C 2013 (MYNI-2014) and RSPO Supply Chain Certification Standard 2017 (CPO Mill – Module E)		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
QM 03093	ISO 9001:2015	SIRIM QAS International Sdn Bhd	11/08/2019
EMS 00769	ISO 14001:2004		23/02/2020

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS Coordinates	
		Latitude	Longitude
Lepar Hilir Palm Oil Mill	Kilang Sawit Lepar Hilir, Karung Kunci No.3, Pejabat Pos Gambang, 23000 Kuantan Pahang	3° 38' 30" N	103° 00' 36" E

RSPO Public Summary Report
Revision 7 (Aug /2018)

Lepar Hilir 05 Estate	Ladang Felda Lepar Hilir 5, 26300 Gambang Pahang	3° 36' 03" N	103° 00' 41" E
Lepar Hilir 06 Estate	Ladang Felda Lepar Hilir 6, 26300 Gambang Pahang	3° 35' 59" N	103° 00' 41" E
Lepar Hilir 08 Estate	Ladang Felda Lepar Hilir 8, 26300 Gambang Pahang	3° 39' 05" N	103° 05' 03" E

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Lepar Hilir 05 Estate	2,607.61	-	281.93	2,889.54	90.24
Lepar Hilir 06 Estate	2,624.78	-	340.82	2,965.50	88.51
Lepar Hilir 08 Estate	3,090.08	-	334.28	3,424.36	90.24
Total	8,322.47	-	957.03	9,294.40	89.69

* Total area was slightly different than previous due to resurvey

6. Plantings & Cycle							
Estate	Age (Years)					Mature**	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Lepar Hilir 05 Estate	755.42	644.09	0	0	1,208.10	1,852.19	755.42
Lepar Hilir 06 Estate	707.33	1,266.59	86.25	260.17	304.44	1,917.45	707.33
Lepar Hilir 08 Estate	1,193.02	1,716.33	0	0	180.73	1,897.06	1,193.02
Total	2,655.77	3,627.01	86.25	260.17	1,693.27	5,666.70	2,655.77

7. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (Feb 2018-Jan 2019)	Actual (Jan 2018-Nov 2018)	Forecast (Feb 2019 – Jan 2020)
Lepar Hilir 05 Estate	32,750.00	28,372.19	31,863.00
Lepar Hilir 06 Estate	30,438.00	23,125.86	35,936.00
Lepar Hilir 08 Estate	19,877.00	26,097.48	40,659.00
Total	83,065.00	77,595.53	108,458.00

* FFB tonnage for Lepar Hilir 05 Estate on last year was representing estimated estate production. Figure reported was actual production.

RSPO Public Summary Report
Revision 7 (Aug /2018)

8. Certified Tonnage of FFB (from other certified unit(s)) if applicable *			
Estate	Tonnage / year		
Nil	N/A	N/A	N/A
Total			

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier	Tonnage / year		
	Estimated (Feb 2018-Jan 2019)	Actual (Jan 2018-Nov 2018)	Forecast (Feb 2019 – Jan 2020)
Eiman Enterprise Sdn Bhd	50,000.00	40.98	50,000.00
United Trading		29.26	
Ekstrapalma Sdn Bhd		2,538.18	
Perusahaan Mekassar		68.46	
Tanjung Sejati Sepakat Bhd		418.08	
Eng Huat Latex		1,109.21	
Tai Chi Enterprise		21,990.59	
Kim Ma Oil Palm		673.63	
Utusan Paduan Sdn Bhd		694.02	
Bakti Mas Bina Sdn Bhd		2,805.44	
Total		50,000.00	

10. Certified Tonnage			
Mill Capacity: 60 MT/hr	Estimated (Feb 2018-Jan 2019)	Actual (Jan 2018-Nov 2018)	Forecast (Feb 2019-Jan 2020)
	FFB	FFB	FFB
	83,065.00	77,595.53	108,458.00
SCC Model: MB	CPO (OER: 20.08%)	CPO (OER: 20.41%)	CPO (OER: 20.40%)
	16,682.20	15,837.25	22,125.43
	PK (KER: 5.10%)	PK (KER: 4.95%)	PK (KER: 5.20%)
	4,236.32	3,840.98	5,639.82

RSPO Public Summary Report
Revision 7 (Aug /2018)

11. Actual Sold Volume (CPO)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
CPO (MT)	1,033.58	1,161.93	-	9,499.35	11,694.86

12. Actual Sold Volume (PK)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
PK (MT)	2,972.34	-	-	-	2,972.34

13. Actual Group certification Claims		
	Credit	Physical Volume (MT)
IS-CSPO	-	-
IS-CSPKO	-	-
IS-CSPKE	-	-

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: ASI-ACC-067)
Unit 3, Level 10, Tower A
The Vertical Business Suites, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
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BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 180 by certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Jakarta and Australia which involve in RSPO Certification Program.

2.1 Assessment Methodology, Programme, Site Visits

The on-site 1st annual surveillance assessment was conducted from 18-21/12/2018. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-par

the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The Major NC close out on-site assessment was conducted on 18/01/2019. The audit programmes are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO Principles & Criterias 2013 (MY-NI 2014) and RSPO Supply Chain Certification Standard 2017 were used to guide the collection of information to assess compliance.

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

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

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each

RSPO Public Summary Report
Revision 7 (Aug /2018)

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 3.5.

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

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

For Initial and Re-certification assessment, the report was externally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Initial Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Lepar Hilir Palm Oil Mill	✓	✓	✓	✓	✓
Lepar Hilir 05 Estate	✓	✓	✓	✓	✓
Lepar Hilir 06 Estate	✓	✓	✓	✓	✓
Lepar Hilir 08 Estate	-	✓	✓	✓	✓

Tentative Date of Next Visit: October 7, 2019 – October 11, 2019

Total No. of Mandays: 16 mandays including 1.0 day SC for mill.

2. 2 BSI Assessment Team:

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Hafriazhar Mohd Mokhtar	Team Leader	Hafriazhar Mohd. Mokhtar is a Chemical Engineer by qualification. He has more than five years of direct work experience in the upstream processes of palm oil within the plantation industry. He is a qualified Lead Auditor for CDM, ISO 14001, ISO 50001 and ISO 9001 and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia, Indonesia and Thailand. He has been trained in the RSPO P&C and SCCS standards and has been involved in RSPO audits within Malaysia, Papua New Guinea and Solomon Islands. During assessment, he covered the mill and estate best practices, legal issues, social issues, workers consultation, stakeholder consultation, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.
MuhammadFadzli Masran	Team Member	Fadzli graduated in Bachelor of Forestry Science at University Putra Malaysia. 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, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO9001 and ISO14001 at Kulim Plantations. He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in April 2018 and endorsed RSPO Lead Auditor Course in July 2018. Fluent in Bahasa Malaysia and English Language. He covered Mill & Estate Best Practices, Legal, OSH, Workers Consultation & etc.
Muhamad Mazeli Naquiuddin	Team Member	He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations.

Accompanying Persons:

RSPO Public Summary Report

Revision 7 (Aug /2018)

No.	Name	Role
Nil	-	-

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	HMM	MN	MF	MHM
Monday 17/12/2018	PM	Audit Team travel to Kuantan & Check in @ Grand Darul Makmur Hotel	✓	✓	✓	-
Tuesday 18/12/2018	0830 – 0900	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation) Verification on previous audit findings 	✓	✓	✓	-
	0900 – 1230	Lepar Hilir Palm Oil Mill: Inspection of FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	✓	✓	✓	-
	0900 – 1630	Lepar Hilir Palm Oil Mill: RSPO Supply Chain for CPO mill, weighbridge and storage area	-	-	-	✓
	1230 – 1330	Lunch				
	1330 – 1630	Lepar Hilir Palm Oil Mill: Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P8: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc. Verify previous nonconformities.	✓	✓	✓	-
	1630 – 1700	Interim Closing Briefing	✓	✓	✓	-
Wednesday 19/12/2018	0900 – 1230	FGVPM Lepar Hilir 06 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓	-

RSPO Public Summary Report
Revision 7 (Aug /2018)

Date	Time	Subjects	HMM	MN	MF	MHM
	1030 – 1230	FGVPM Lepar Hilir 06 Estate: Meeting with stakeholders (local community rep. neighbors, smallholders, workers/Union rep, vendor etc.)	✓	-	-	-
	1230 – 1330	Lunch				
	1330 – 1630	FGVPM Lepar Hilir 06 Estate: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓	-
	1630 – 1700	Interim Closing Briefing	✓	✓	✓	✓
Thursday 20/12/2018	0900 – 1230	FGVPM Lepar Hilir 08 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓	-
	1030 – 1230	FGVPM Lepar Hilir 08 Estate: Meeting with stakeholders (local community rep. neighbors, smallholders, workers/Union rep, vendor etc.)	✓	-	-	-
	1230 – 1330	Lunch				
	1330 – 1630	FGVPM Lepar Hilir 06 Estate:: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓	-
	1630 – 1700	Interim Closing Briefing	✓	✓	✓	-
Friday 21/12/2018	0900 – 1200	FGVPM Lepar Hilir 05 Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant & etc.), agrochemical mixing area, schedule waste management, worker housing, clinic, landfill & etc.	✓	✓	✓	-

RSPO Public Summary Report
Revision 7 (Aug /2018)

Date	Time	Subjects	HMM	MN	MF	MHM
	1200 – 1400	Lunch & Friday Prayer				
	1400 – 1600	FGVPM Lepar Hilir 05 Estate:: Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	✓	✓	✓	-
	1600 – 1630	Audit team discussion & findings preparations	✓	✓	✓	-
	1630 – 1700	Closing Meeting <ul style="list-style-type: none"> • Presentation of report by BSI Lead Auditor & acceptance of findings by FGV 	✓	✓	✓	-

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- FGV Palm Industries Sdn Bhd Time Bound Plan
- RSPO P&C 2013 Generic
- RSPO Group Certification Standard 2016
- RSPO Supply Chain Certification Standard 2017
- RSPO P&C GA-NIWG 2017
- RSPO P&C INA-NIWG 2016
- RSPO P&C MY-NIWG 2014
- RSPO P&C PNG-NIWG 2017

3.2 Time Bound Plan progress for multiple management units

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	Yes, as per time bound plan 2018.	Complied
Have all the estates and mills certified within five years after obtaining RSPO membership?	9 Complexes have been certified in 2017/2018: POM Kemasul, Maokil, Krau, Keratong 9, Selancar 2b, Aring a, Bukit Sagu, Lepar Utara 6, Selendang	Complied
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	Challenge from the time bound plan is age of plantations and location.	Complied
Have there been any changes since the last audit? Are they justified?	There is no audit before for this organization.	N/A
If there have been changes, what circumstances have occurred?	N/A	N/A
Have there been any stakeholder comments?	Stakeholder comments are recorded in Stakeholder consultation report 2017.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Have there been any newly acquired subsidiaries?	There is no newly acquired subsidiaries	Complied																					
If yes, have the newly acquisitions certified within a three-year timeframe?	N/A	N/A																					
Have there been any isolated lapses in implementation of the plan?	There is no lapses in implementation of the plan	Complied																					
Un-Certified Units or Holdings																							
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Company Group/Holding Statement: Yes, there have positive assurance statement from internal certification unit.</p> <p>Auditor Verification: Yes, at the current status only 23 complexes already have internal audit in year 2017/2018. Seen the internal audit done by Certification & Due Diligence (CDD) Department. The NC during the audit still in progress to close. All certification bodies that will do the audit for FGV need to verify those NC. Others complex will do as per their time bound plan. Overall findings is positive as per before.</p>	Complied																					
<p>No replacement after dates defined in NIs Criterion 7.3:</p> <ul style="list-style-type: none"> • Primary forest. • Any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3. 	<p>Auditor Verification: As per this year audit, there has been no replacement of primary forest area. There were 6 LUCA submitted to RSPO and all of them have been passed with no concept note or compensation plan required. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan.</p> <p>FGV already brief this issue to RSPO secretariat. All details summary as per below:</p> <table border="1"> <thead> <tr> <th colspan="3">HCV clearance Kalimantan reported by Chain Research Reaction</th> </tr> <tr> <th>Issue</th> <th>Action Plan Progress</th> <th>Date Of Completion</th> </tr> </thead> <tbody> <tr> <td>HCV clearance at PT CNP and PT TAA</td> <td>Engaged independent consultant for ground investigation</td> <td>20 April - 4th May 2016</td> </tr> <tr> <td></td> <td>Investigation finding presentation to FGV management</td> <td>9th May 2016</td> </tr> <tr> <td></td> <td>Brief presentation to RSPO on the investigation findings</td> <td>10 May 2016</td> </tr> <tr> <td></td> <td>Letter to stop all operation in HCV area</td> <td>10 May 2016</td> </tr> <tr> <td></td> <td>1st Public statement on HCV clearance at PT CNP and PT TAA on FGV website</td> <td>22nd May</td> </tr> </tbody> </table>	HCV clearance Kalimantan reported by Chain Research Reaction			Issue	Action Plan Progress	Date Of Completion	HCV clearance at PT CNP and PT TAA	Engaged independent consultant for ground investigation	20 April - 4 th May 2016		Investigation finding presentation to FGV management	9 th May 2016		Brief presentation to RSPO on the investigation findings	10 May 2016		Letter to stop all operation in HCV area	10 May 2016		1st Public statement on HCV clearance at PT CNP and PT TAA on FGV website	22 nd May	Complied
HCV clearance Kalimantan reported by Chain Research Reaction																							
Issue	Action Plan Progress	Date Of Completion																					
HCV clearance at PT CNP and PT TAA	Engaged independent consultant for ground investigation	20 April - 4 th May 2016																					
	Investigation finding presentation to FGV management	9 th May 2016																					
	Brief presentation to RSPO on the investigation findings	10 May 2016																					
	Letter to stop all operation in HCV area	10 May 2016																					
	1st Public statement on HCV clearance at PT CNP and PT TAA on FGV website	22 nd May																					

RSPO Public Summary Report
Revision 7 (Aug /2018)

	Discussion on Conservation and remediation plan with RSPO technical Director	23 May 2016	
	2nd Public statement on HCV clearance at PT CNP and PT TAA on FGV website	25 May 2016	
	Sent a letter to RSPO on action plan for PT CNP and PT TAA	27 th May 2016	
	3rd Public statement on HCV clearance at PT CNP and PT TAA on FGV website	15 June 2016	
	Develop the Conservation and Remediation plan and relevant SOP	1 st July 2016	
	Appointment letter to engage independent external social mediator to handle negotiation with affected communities	1 st July 2016	
	Conducted social mediation and engagement with affected communities	18 July to 30 July 2016	
	Consultation with FGV legal department on local national regulation. Found that the area (PT CNP and PT TAA) were outside the Indonesia Peat Moratorium no. X (10)	30 July 2016	
	4th Public statement on HCV clearance at PT CNP and PT TAA on FGV website	12 August 2016	
	Sent the progress of action taken to RSPO using SRT V	19 August 2016	
	Sent out the Conservation and remediation plan to PT CNP and PT TAA for implementation	7 Oct 2016	
	Meeting with RSPO Technical Director and RSPO Complaint Coordinator on PT CNP and PT TAA issue	14 Oct 2016	
	Sent the progress of action taken to RSPO using SRT V	17 Oct 2016	
	5th Public Statement on HCV clearance at PT CNP and PT TAA on FGV website	5 Nov 2016	
	Meeting with RSPO secretariat on Compensation Panel feedback and our complaints on HCV updates in WSJ complaint update	25 Nov 2016	

RSPO Public Summary Report
Revision 7 (Aug /2018)

		Received comment and recommendation from RSPO compensation Panel on PT CNP	1 Dec 2016
		Meeting with the FGVKalimantan at PT CNP office for further engagement with ELC/Aidenvironment and Aksenta	13 Dec 2016
		Meeting on new revised Indonesia regulation PP57 and PP 71 with Badan Lingkungan Hidup dan Kehutanan as well as with Dinas Perkebunan Kalimantan Barat	14 Dec 2016
		Meeting with ELC/AIDH and Aksenta on new proposal to include Aidenvironment proposal for our Landscape conservation plan	14 Dec 2016
		Meeting with PERMADA (Persatuan Madura & Dayaks) on their request to develop the HCV area	15 Dec 2016
		Site visit to PT CNP and PT TAA with Kalimantan team	15 Dec 2016
		Finalizing the next action for conservation engagement with ELC/AIDH and Aidenvironment	16 Dec 2016
		Kalimantan operation to seek an area with local Bupati to replace the cleared HCV area	In progress
	REVIEW HCV ASSESSMENT	6 th Public Statement on HCV clearance at PT CNP and PT TAA on FGV website	10 Feb 2017
		PERSADA meeting with RSPO Jakarta	9th Mar 2017

RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Company Group/ Holding Statement: There is new planting after 1st January 2010.</p> <p>Auditor Verification: NPP audit has been carried out for all FGVPM Estate and is currently under review. Data as per below:</p> <table border="1" data-bbox="469 580 1294 1554"> <thead> <tr> <th>Estate</th> <th>Hectarage Involves In NPP</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>FGVPM Chegar Perah 1</td> <td>59.32</td> <td rowspan="5">Still on going. Waiting consultant (Aksenta) to present the final report for HCV, SIA, LUCA & HCS sssessment.</td> </tr> <tr> <td>FGVPM Bukit Sagu 8</td> <td>61.54</td> </tr> <tr> <td>FGVPM Tembangau 5</td> <td>86.58</td> </tr> <tr> <td>FGVPM Selendang 3</td> <td>97.59</td> </tr> <tr> <td>FGVPM Krau 2</td> <td>170.78</td> </tr> <tr> <td>FGVPM Krau 4</td> <td>80.28</td> <td rowspan="5">Waiting consultant (Aksenta) to start NPP assessment in February 2017.</td> </tr> <tr> <td>FGVPM Bukit Sagu 6</td> <td>72.87</td> </tr> <tr> <td>FGVPM Lepar Hilir 5</td> <td>253.62</td> </tr> <tr> <td>FGVPM Tembangau 6</td> <td>495.53</td> </tr> <tr> <td>FGVPM Aring 10</td> <td>518.52</td> </tr> <tr> <td>FGVPM Setiu 01</td> <td>130.72</td> <td></td> </tr> <tr> <td>Total</td> <td>1,722.32</td> <td></td> </tr> </tbody> </table>	Estate	Hectarage Involves In NPP	Status	FGVPM Chegar Perah 1	59.32	Still on going. Waiting consultant (Aksenta) to present the final report for HCV, SIA, LUCA & HCS sssessment.	FGVPM Bukit Sagu 8	61.54	FGVPM Tembangau 5	86.58	FGVPM Selendang 3	97.59	FGVPM Krau 2	170.78	FGVPM Krau 4	80.28	Waiting consultant (Aksenta) to start NPP assessment in February 2017.	FGVPM Bukit Sagu 6	72.87	FGVPM Lepar Hilir 5	253.62	FGVPM Tembangau 6	495.53	FGVPM Aring 10	518.52	FGVPM Setiu 01	130.72		Total	1,722.32		<p>Complied</p>
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<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 2.2, 6.4, 7.5 and 7.6.</p>	<p>Auditor Verification: There is issue on land conflict although it was captured on Felda Membership, but FGV also indirectly involved as part of the claim involve FGVPM Sahabat 55 The issue still in progress. Data as per below:</p> <p>Member : Lembaga Kemajuan Tanah Persekutuan (FELDA) /Orang Dusun Desa Begahak Date Filed : 16 February 2015 Complaint : Community of Desa Begahak Complaint : The company has breached the communties user rights to the land in breach of Principle 2.2</p> <p>Status : Box F – Action Plan</p>	<p>Complied</p>																															

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

	<p>Synopsis According to the Enquiry National Hak Tanah of Malaysia conducted by SUHAKAM, the state government had given 1260 acres of land to the Dusun Begahak community in 1981. At the same time, the same land was alienated to FELDA for development.</p> <p>The complainant raised the issue that FELDA has no right to develop their land and should return it to the community because the land originally belonged to the community. The complainant also stated that the cemetery area is being developed by FELDA.</p> <p>FELDA encaved 916 acres of the said land and gave it back to the community on the 25th of May 1982. The community planted fruits and other crops on the land.</p> <p>We have received some evidence from both sides. The evidence needs to be scrutinised and investigated further.</p> <p>Remarks 2 July 2015 – It was agreed that the matter would be referred to the FELDA/FGV Sustainable Steering Committee on 7th July 2015.</p> <p>22 June 2015 – FELDA had another meeting with Robin Balud and the representatives of the community and agreed to exchange documents on the land claim. A site visit was also undertaken with the community members.</p> <p>4 June 2015 – FELDA met with Robin Balud again and agreed to do a joint mapping of the land.</p> <p>10 April 2015 – FELDA met the complainant, Robin Balud, in Kota Kinabalu Sabah, to discuss the complaint.</p> <p>9 April 2015 – FELDA met the community (Desa Begahak) members and discussed the issues from the complaint and the land claim.</p> <p>13 March 2015 – RSPO had a conference call meeting with the head of the Dusun Begahak community to understand the situation.</p> <p>16 March 2015 – RSPO had a conference call meeting with FELDA representatives to discuss the situation.</p> <p>17 March 2015 – The complaint was raised to the Complaint Panel for further discussion and action.</p> <p>4 June 2015 – FELDA met the complainant Robin Balud and discussed the main issues of the land claim and compensation.</p> <p>22 March 2016 – RSPO sent complaint notice to FELDA.</p> <p>1 April 2016 – State Land and Survey Department begin its mapping exercise.</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>4 April 2016 – FELDA submits action plan to RSPO dated 27 March 2016.</p> <p>6 May 2016 – FELDA withdraws its RSPO Principle and Criteria certificates.</p> <p>26 July 2016 – Complainant send a formal letter to FELDA to settle the customary land dispute.</p> <p>19 August 2016 – Progress report submitted by Felda.</p> <p>20 September 2016 – Felda met with the community to discuss on how they will progress on the complaint, once the joint mapping report is received from the Sabah Land and Survey department</p> <p>20 October 2016 - Secretariat to wait for the report from Land and Survey Department of Sabah.</p> <p>22 February 2017 - Secretariat to wait for further information and to follow up with the company on the response from the Sabah Land Department.</p> <p>22 March 2017 - No response received from the Sabah Land and Survey Department. Secretariat to monitor status and updates of the case.</p> <p>19 April 2017 - Secretariat to determine if an attempt to contact Sabah Land and Survey Department should be sought.</p> <p>31 May 2017 - Secretariat is monitoring the case.</p> <p>21 July 2017-No further updates from Felda.</p> <p>25 July 2017 (CP meeting) - Secretariat to officially communicate with the Sabah Land and Survey Department for updates.</p> <p>18 August 2017 - Letter has been sent to the Sabah Land and Survey Department. Awaiting confirmation of an appointment.</p> <p>24 August 2017 (CP meeting) - Secretariat to wait for the appointment date.</p> <p>12 September 2017 - FGV stated that they are still waiting for the SLSD to revert with updates.</p> <p>26 September 2017 (CP Meeting) - Sabah Land and Survey Department acknowledged they received the letter and will revert with updates.</p> <p>23 October 2017 - Following up with the Sabah Land and Survey Department</p> <p>21 November 2017 (CP Meeting)- Secretariat to find alternate avenues of getting in touch with the Sabah Land and Survey Department.</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>21 December 2017 (CP Meeting) -To proceed with the meeting with the Director of SLSD.</p> <p>24th January 2018 (CP Meeting) -To follow up with the Jurisdictional Approach Regional Committee to ensure the Sabah Land and Survey Department speed up the process.</p> <p>FGV Holding Berhad’s Progress Report in reference to the findings of the RSPO</p> <p>http://www.fgvholdings.com/wp-content/uploads/2018/12/FGV-Holding-Berhads-Progress-Report-14th-Dec.pdf</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.</p>	<p>Synopsis On the 26th of July 2015, WSJ ran an article by Syed Zain Al – Mahmood alleging that Felda has breached labour conditions in its plantations. The allegations mainly say that forced labour is being used and the workers are not paid minimum wages. Further, it is alleged that their health and working conditions is are neglected and also that their employers withheld their passports.</p> <p>Remarks 29 July 2015 - 12 NGOs urged the RSPO to conduct a transparent investigation into Wall Street Journal’s findings of forced labour, human trafficking, and other human and labour rights violations especially on RSPO member FELDA’s plantations. The Complaints Panel in its meeting on August 2015, decided that the member, Felda, be investigated on the issues raised by the WSJ article. The RSPO Secretariat will conduct an independent assessment to investigate the report on labour condition on all RSPO members. Malaysia would be the first country, where the assessment would be done. RSPO release the following statement on its website: http://www.rspo.org/news-and-events/news/3rd-update-rspo-response-to-the-report-titled-palmoil-migrant-workers-tell-of-abuses-on-malaysian-plantations-published-by-the-wall-street-journal-on-26th-july-2015</p> <p>7 March 2016 - RSPO Complaints Panel reviewed the independent assessment reports and decided to suspend Pasoh palm oil mill owned by Felda until full clearance is given based on the re-audits.</p> <p>10 March 2016 - FGV had a meeting with RSPO regarding the ASI report and suspension decision by RSPO.</p> <p>18 March 2016 - FGV sent complaint acknowledgment letter to RSPO. FGV will submit 12 month time bound action plan addressing all the issues relating to ASI report.</p> <p>6 May 2016 - FGV withdraws its RSPO Principles and Criteria certificates.</p> <p>4 July 2016 - FGV submits the action plan to RSPO.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>22 August 2016 - Secretariat has reviewed the action plan and sent the action plan back to the company for further clarification.</p> <p>20 October 2016 - Secretariat to wait for the updated action plan from the company.</p> <p>19 December 2016 - Secretariat to appoint an independent expert to verify action plan and set a time bound plan.</p> <p>22 March 2017 - Secretariat continues searching for an independent expert to review the action plan.</p> <p>31 May 2017 - Secretariat shares the action plan with the Complaints Panel and continues monitoring the case.</p> <p>5 October 2017 - FGV updated the Action Plan and upload to FGV website on the same day. A copy also sent to RSPO for their acknowledgement. Meeting with RSPO secretariat on 11 January 2017 at RSPO Bangsar, RSPO Compensation Panel would like to review the WSJ action plan and as suggested by RSPO CP a group of labour experts (lawyer and NUPW union org with 1 CP member as observer) will be engaged to verify the FGV and FELDA WSJ Action Plan. It were expected to have one operation unit for both FELDA and FGV in this verification exercise on the ground especially involving the policy and implementation. The verification is expected to be in this coming March 2018 and RSPO CP will share the scope and plan for the verification assessment once it is ready.</p> <p>25 July 2017 (CP Meeting) -Secretariat to proceed with the review of the Action Plan</p> <p>24 August 2017 (CP Meeting)</p> <ol style="list-style-type: none"> 1) CP to wait for the report of the Review of FGV Action Plan; 2) Secretariat to work with the Technical department to develop a formula for identifying the number of units for verification; 3) Secretariat to start identifying a team of experts for the verification exercise. <p>26 September 2017 (CP Meeting) -Secretariat to follow up with FGV on the 2 reports.</p> <p>23 October 2017 (CP Meeting) - Secretariat to send CP's response to the Company.</p> <p>21 November 2017 (CP Meeting) -Verification exercise to be carried out once the schedule is confirmed with the verification team.</p> <p>21 December 2017 (CP Meeting) - Verification exercise to be carried out in March.</p> <p>24 January 2018 (CP Meeting) -TOR for the verification exercise to be drafted.</p> <p>Further details, please refer to https://www.rspo.org/members/complaints/status-of-complaints/view/85</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Auditor Verification: There is 1 issue happen in FGVPM Palong Timur 04 (Now FGVPM Palong Timur 05) and the details is elaborated below: 1. FGVPM PALONG TIMUR 04 (NOW FGVPM PALONG TIMUR 05): Claims on 19.06.2012 with value of summon RM61,968.60 and summon status is Court Appeal.</p> <p>Auditor Verification: During partial audit, 1 issue with DOE in FPISB Selancar 2A POM is sighted. Summon no : SJ 53-4/2016 ; Date 14.04.2016 in Mahkamah Seksyen Kuantan.</p> <p>Fixed for Trial on 01.03.2017, 02.03.2017 and 03.03.2017.</p> <p>All process still in progress and CB will verify this issue in next audit or during audit in this mill.</p>	<p>Complied</p>
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3.3 Progress of scheme smallholders and/or outgrowers (if applicable to this assessment)

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?	Not applicable	N/A

3.4 Details of findings

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

During the 1st annual surveillance assessment there were two (2) Major & six (6) Minor nonconformities raised. The Lepar Hilir Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity(ies) has been verified for it effectiveness and closed accordingly.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-M1	Clause & Category (Major / Minor)	Indicator 6.1.3 Major
Date Issued	21/12/2018	Due Date	20/3/2019

RSPO Public Summary Report
Revision 7 (Aug /2018)

Closed (Yes / No)	Yes	Date of nonconformity Closure	18/01/2019
Statement of Nonconformity:	Plans for avoidance or mitigation of impacts related to absconded workers issues were not adequate.		
Requirement Reference:	Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.		
Objective Evidence:	FGV Lepar Hilir 5 & 6 Estates: Based on the records of foreign workers particulars list, it was found that there are at least 5 foreign workers were absconded from each FGV Lepar Hilir 5 & 6 Estates in year 2018.		
Corrections:	Estates need to review the SIA Report and include issues related to issues foreign workers were absconded from estates in the SIA report		
Root Cause Analysis:	Issues on foreign workers absconded from estates were not concerned as social issues and not included in the SIA report		
Corrective Actions:	Monitoring by PSD to clarify issues related to issues related to issues foreign workers were absconded from estates in the SIA report		
Assessment Conclusion:	<p>Major NC Close Out Visit evidence verified:</p> <p>Immediate corrections and corrective actions done:</p> <ul style="list-style-type: none"> - Revised SIA Report: <ul style="list-style-type: none"> i) <i>Laporan SIA FGVPISB Kilang Sawit Lepar Hilir & Pelan tindakan pengurusan SIA</i>; Doc. # 1/2019; Date: 3/1/2019 ii) <i>Laporan SIA FGVP M Lepar Hilir 5 & Pelan tindakan pengurusan SIA</i>; Doc. # 1/2019; Date: 1/1/2019 iii) <i>Laporan SIA FGVP M Lepar Hilir 6 & Pelan tindakan pengurusan SIA</i>; Doc. # 1/2019; Date: 1/1/2019 iv) <i>Laporan SIA FGVP M Lepar Hilir 8 & Pelan tindakan pengurusan SIA</i>; Doc. # 1/2019; Date: 2/1/2019 - Monitoring records: Monitoring visit report by PSD personnel dated 20/12/2018. <p>Evidence shown consistency of proposed CAP implementation which found to be effective to address the major nonconformity. Hence, Major NC was close on 18/1/2019.</p>		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-M2	Clause & Category (Major / Minor)	Indicator 4.7.1 Major
Date Issued	21/12/2018	Due Date	
Closed (Yes / No)	Yes	Date of nonconformity Closure	18/01/2019
Statement of Nonconformity:	The implementation of safety in POM was not adequate		
Requirement Reference:	A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.		

Objective Evidence:	<p>a) Found certain driver for FFB at POM is not wearing proper PPE such as safety boot as per SOP Prosedur Kerja Selamat (Prosedur pintu masuk utama kilang, tanker minyak, trailer isi sawit dan lori bts) 6.1.4: Pemandu dan orang yang berkaitan hendaklah memakai kasut keselamatan dan pakaian yang bersesuaian dengan aktiviti tersebut.</p> <p>b) Found water leaking in Continuous Sterilizer Control room not comply with Section 15 (General Duties of employers and self employed person) 2 (e).</p> <p>c) The installation of emergency shower at the hazard place</p> <p>d) During Site visit in POM found workers did not followed Safety Standard Operating Procedure (FPI-PK-052) Continuous Sterilizer for any damage or broken down during operation. Example the operator did not empty FFB in CS during maintenance done.</p> <p>e) PPE for Boiler operator is not followed as per PPE matrix.</p>
Corrections:	Management to conduct supervision on this issue based on safety manual established
Root Cause Analysis:	Lack of supervision by management on this safety issue and safety manual not been followed
Corrective Actions:	Periodical monitoring by management, regional SHO and sustainability internal auditor and appointment of PIC.
Assessment Conclusion:	<p>Major NC Close Out Visit evidence verified:</p> <p>Immediate corrections and corrective actions done:</p> <ul style="list-style-type: none"> - Minutes of meeting <i>Mesyuarat Keselamatan dan Kesihatan Pekerjaan (Jawatankuasa Pemandu KKP FGVPISB Wilayah Kuantan; Bil. 4/2018; Date: 20/12/2018</i> on discussion of issue as part of monitoring program by management - Site safety monitoring records Lepar Hilir Palm Oil Mill updated 31/12/2018 <p>Evidence shown consistency of proposed CAP implementation which found to be effective to address the major nonconformity. Hence, Major NC was close on 18/1/2019.</p>

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N1	Clause & Category (Major / Minor)	Indicator 2.1.3 Minor
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Mechanism for ensuring compliance was not effectively implemented.		
Requirement Reference:	A mechanism for ensuring compliance shall be implemented.		
Objective Evidence:	<p>a) Found 6 workers not attend the medical surveillance in Lepar Hilir 8.</p> <p>b) During site visit in Lepar Hilir POM found first aid kits items at Felsco Post and boiler room were inadequate as per FMA 1967 regulation 38.</p> <p>c) In Lepar Hilir POM found contamination of Iron Oxide on maintenance personnel was not monitored as per CHRA recommendation.</p>		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Corrections:	a) Deployment of related workers for medical surveillance program b) Monitoring of first aid kits by PIC c) Review of CHRA report recommendation
Root Cause Analysis:	a) Unavailability of workers during medical surveillance program b) Lack of monitoring of first aid kits items at Felsco Post and boiler room c) Non-review of CHRA report recommendation
Corrective Actions:	Periodical monitoring by management, regional SHO and sustainability internal auditor and appointment of PIC.
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N2	Clause & Category (Major / Minor)	Indicator 4.7.6 Minor
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	The workers' insurance did not been claim by employers.		
Requirement Reference:	All workers shall be provided with medical care, and covered by accident insurance.		
Objective Evidence:	a) Found Insurance was not claimed for Md Rubel Mia (FW ID) accident which happened on 30 June 2018 with lost time injury more than 80 days in Lepar Hilir 6 b) SOCSO was not claimed for Mohd Norizaidi B. Muhamad (Local) whom involved in accident during driving on 28 June 2018 with lost time injury 10 days at Lepar Hilir 5.		
Corrections:	- To claim insurance immediately - JTK HQ to provide SOPs and awareness for accident reporting to JTK Peninsular Malaysia		
Root Cause Analysis:	No specific SOP for workers insurance claim		
Corrective Actions:	Periodical monitoring by JTK HQ.		
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N3	Clause & Category (Major / Minor)	Indicator 4.4.1 Minor
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment

Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Water Management Plan was not effectively implemented		
Requirement Reference:	An implemented water management plan shall be in place.		
Objective Evidence:	It was sighted during the site visit at Lepar Hilir 8, there was evidence of chemical application at the riparian buffer zone near the fences at Field PR 14. Noted during interview with the sprayers' shows the lack of awareness and ineffective communication regarding the prohibition on chemical application along the boundary. The water management plan stated under riparian buffer zone management, the workers will be trained on prohibition of chemical application along the buffer zone This evidence shows the management plan is not effectively implemented.		
Corrections:	Awareness training to staff and frequent monitoring of buffer zone by management and staff		
Root Cause Analysis:	Lack of monitoring of buffer zone by management and staff		
Corrective Actions:	Periodical monitoring by management, sustainability internal auditor and appointment of PIC		
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N4	Clause & Category (Major / Minor)	Indicator 5.1.2 Minor
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Environmental management plan was not effectively implemented.		
Requirement Reference:	Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.		
Objective Evidence:	During site visit at Lepar Hilir POM, it was noted at the monsoon drain no. 1, there was evidence of decanter cake entered the monsoon drain after the oil trap. Stated in the environmental management plan, impact mitigation plan for monsoon drain was to ensure oil/sludge trap to functional at oil time. Evidence of decanter cake shows the oil/sludge trap is not functional and the environmental management plan is not effectively implemented.		
Corrections:	Cleaning of drain		
Root Cause Analysis:	Pollution prevention plan no effective		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Corrective Actions:	Revision of pollution prevention plan and repair of oil trap
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N5	Clause & Category (Major / Minor)	Indicator 5.2.3 Minor
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	The policy regarding awareness on HCV and RTE species was not effectively communicated.		
Requirement Reference:	There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.		
Objective Evidence:	During interview with workers at estates visited, Lepar Hilir 6, Lepar Hilir 8 and Lepar Hilir 5 it was noted that awareness level is low. The workers interviewed are not aware regarding the prohibition of illegal hunting in the estate area. The evidence shows the policy regarding awareness regarding HCV and RTE species is not effectively communicated.		
Corrections:	To communicate directly on frequent basis		
Root Cause Analysis:	Direct communication was not frequently made. Lack of attention by workers on policy displayed as indirect communication		
Corrective Actions:	Periodical monitoring on policy understanding among workers by management and sustainability internal auditor		
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.		

Summary of Total Number of Nonconformity			
Nonconformity			
NCR Ref #	1722755-201810-N6	Clause & Category (Major / Minor)	Indicator 5.3.3 Major
Date Issued	21/12/2018	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Waste Management plan was not effectively implemented		
Requirement Reference:	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Objective Evidence:	<p>Lepar Hilir POM During site visit at the Scrap Iron area, sighted empty grease and lubricant container, recycle waste such as plastic bottle and domestic waste. This evidence shows the management plan was not effectively communicated and implemented.</p> <p>Lepar Hilir 6 Noted during documentation review, the monitoring of scheduled waste was not effectively implemented. The estate generated SW 408, used PPE since April 2018 and has not been disposed until the day of audit. In the waste management plan stated the Scheduled waste should be monitored and disposed through the licensed contractors. This evidence shows the management plan is not effectively implemented.</p> <p>Lepar Hilir 5 Noted during document review, the estate has generated SW 408, used PPE since march 2018. The management disposed the SW 408 generated through non-licensed contractors. In the waste management plan stated the Scheduled waste should be monitored and disposed through the licensed contractors. This evidence shows the management plan is not effectively implemented.</p>
Corrections:	To manage waste according to established waste management plan
Root Cause Analysis:	Inconsistent implementation of waste management plan due to low understanding level among workers
Corrective Actions:	Periodical monitoring by management, sustainability internal auditor and appointment of PIC
Assessment Conclusion:	Correction action is accepted. Effectiveness of corrective action taken will be further verified in the next assessment.

Opportunity for Improvements	
OFI #	Description
Nil	n/a

Positive Findings	
PF #	Description
Nil	n/a

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-Conformity			
NCR Ref #	1531747-201708-M1	Clause & Category (Major / Minor)	Indicator 4.7.1 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	13/11/2017
Statement of Nonconformity:	Health and safety plan was not effectively implemented		
Requirement Reference:	A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.		
Objective Evidence:	Lepar Hilir POM:		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>i) Monthly workplace inspection was not included in the ESH Plan for 2017.</p> <p>ii) Site observation: Safety features/device for shovel/prime mover was found malfunction for unit located boiler and loading ramp.</p> <p>iii) Based on "Kermas Semak Keselamatan" dated 12/8/17, no vehicle/prime movers inspection incorporated in the checklist.</p>
Corrective Actions:	<p>1. To discuss the OSH meeting regarding on the issue of workplace inspection as well as maintenance of vehicles such as shovels on a regular basis.</p> <p>2. To prepare records of maintenance of shovel vehicles verified by Regional SHO Officers</p>
Assessment Conclusion:	<p>ASA1 verification: In Lepar Hilir 8 estate have Safety and Health Policy dated sign 1 April 2016 by Dato' Zakaria Arshad (Presiden Kumpulan/Ketua Pegawai Eksekutif). Under Felda Global Venture Policy safety and health dated 1 Feb 2017 by Suhaidi Hamzah (Chief Executive Officer) FGV Plantations (M) Sdn Bhd.</p> <p>OSH programmed is available dated 2 January 2018 this programme include training, workplace inspection, OSH meeting and others.</p> <p>In Lepar Hilir 6 estate, OSH meeting already been conducted on 11 December 2018(04/2018). The meeting conducted by quarterly. Sampling on previously meeting (03/2018) dated 13/8/2018, (02/2018) dated 24/5/2018) and (01/2018) 8/3/2018.</p> <p>From the observation and interview with Felsco, refer standard operating procedure (Prosedur Kerja Selamat referred FPI-PK-001 dated 14 July 2010 – Prosedur Pintu Masuk Utama Kilang, Tanker minyak, trailer isi sawit dan lori BTS) found the outsider and certain driver did not followed(using proper PPE) the procedure during entering the Mill.</p> <p>Found water leaking in Continuous Sterilizer Control room not comply with Section 15 (General Duties of employers and self employed person) 2 (e).</p> <p>The installation of emergency shower at the hazard place During Site visit in POM found workers did not follow.ed Safety Standard Operating Procedure (FPI-PK-052) Continuous Sterilizer for any damage or broken down during operation. Example the operator did not empty FFB in CS during maintenance done. PPE for Boiler operator is not followed as per PPE matrix.</p> <p>Although the previous year nonconformity can be close however other issue found resulted in th raised of another nonconformity on this indicator. No escalation or suspension initiated since this is first annual surveillance of the certified unit.</p>

Non-Conformity			
NCR Ref #	1531747-201708-M2	Clause & Category (Major / Minor)	Indicator 6.3.1 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	13/11/2017
Statement of Nonconformity:	Implementation of the "Menangani Aduan dan Rungutan" procedure with Doc. No. ML-1A/L2-Pr13(0) dated 1/6/2016 was not effective.		

Requirement Reference:	The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested.
Objective Evidence:	Document reviewed on the complaint book for housing in Lepar Hilir POM found that the implementation of the procedure was ineffective. Sampled of complaints that not resolved within the maximum limit of 2 months are as below: a. House No.: S3 and S4 complained on 19/3/2017 b. Issue: Kitchen's door broken, Door frame in the kitchen been destroyed
Corrective Actions:	1. The management need to appoints Officers to examine and take action against complaints 2. To discuss in monthly management meetings regarding complaints from stakeholder
Assessment Conclusion:	ASA1 verification: Evidence of CAP implemented verified including the following: - Letter Ref. # (04) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Isu Perumahan Petugas Pekerja Dari Segi Keselamatan Dan Kebersihan Kawasan</i> ; Khairul Amini bin Senapi (Senior Operator) - Letter Ref. # (03) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Lesen Pemandu Kenderaan Kilang</i> ; Mohd. Firdaus bin Mohd. Desa (Operation Supervisor) - Letter Ref. # (05) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Isu Pengurusan Sampah Domestik</i> ; Mohd. Firdaus bin Mohd. Desa (Operation Supervisor) No recurrence of issue hence, confirmed effectiveness of CAP and major nonconformity remained closed.

Non-Conformity			
NCR Ref #	1531747-201708-M3	Clause & Category (Major / Minor)	Indicator 6.3.2 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	13/11/2017
Statement of Nonconformity:	Documentation of both the process by which a dispute was resolved and the outcome was not available.		
Requirement Reference:	Documentation of both the process by which a dispute was resolved and the outcome shall be available.		
Objective Evidence:	Lepar Hilir 5 Estate: Seen the complaint book found that only date of first action taken was recorded. The column of action taken in the complaint book was only stated "settled or repaired" without proper explanation of action taken. No evidence to show that the workers' complaints were resolved. For eg: a. Water pipe was found leakage in House No. RP19/94 which lodged on 20/4/2017. b. Not functioning of lamp at House No. RP 52/92 which lodged on 9/9/2017. Lepar Hilir 6 Estate: The action taken and date of verified were recorded in the complaint log sheet. For eg: The pipe at House L3/92 was broken which lodged on 4/9/2017. Action		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	has been taken and resolved on 5/9/2017. However, No evidence to show that the complaints of workers were resolved.
Corrective Actions:	1. The Management need to appoints Officers to examine and take action against complaints 2. To discuss in a management meeting about complaints received periodically
Assessment Conclusion:	ASA1 verification: Evidence of CAP implemented verified including the following: <ul style="list-style-type: none"> - Letter Ref. # (04) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Isu Perumahan Petugas Pekerja Dari Segi Keselamatan Dan Kebersihan Kawasan</i>; Khairul Amini bin Senapi (Senior Operator) - Letter Ref. # (03) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Lesen Pemandu Kenderaan Kilang</i>; Mohd. Firdaus bin Mohd. Desa (Operation Supervisor) - Letter Ref. # (05) 4045/LH/840/RSPO; Date: 25/9/2017; <i>Perlantikan Sebagai Pegawai Pemeriksa Bagi Memantau Isu Pengurusan Sampah Domestik</i>; Mohd. Firdaus bin Mohd. Desa (Operation Supervisor) No recurrence of issue hence, confirmed effectiveness of CAP and major nonconformity remained closed.

Non-Conformity			
NCR Ref #	1531747-201708-M4	Clause & Category (Major / Minor)	Indicator 2.1.1 Major
Closed (Yes / No)	Yes	Date of nonconformity Closure	13/11/2017
Statement of Nonconformity:	No implementation of Compliance Audit towards license conditions, applicable environmental regulations, performance efficiency of process and environmental control equipment at least once a year by 3rd party.		
Requirement Reference:	1) Evidence of compliance with relevant legal requirements shall be available. 2) DOE Licence: JP/KKS/2017/2018/000899 (validity period 1/7/2017 - 30/6/2018) - Compliance Schedule para 38 (Self-Regulation) – To implement Compliance Audit towards license conditions, applicable environmental regulations, performance efficiency of process and environmental control equipment at least once a year by 3rd party. 3) Road Transport Act 1987 (Act 333)		
Objective Evidence:	Lepar Hilir POM: - No evidence of compliance against DOE Licence: JP/KKS/2017/2018/000899 (validity period 1/7/2017 - 30/6/2018) - Compliance Schedule Para 38 (Self-Regulation) - 1 shovel driver at ramp & 1 shovel driver at boiler was found driving shovel without valid driving license		
Corrective Actions:	1. Manager Appointing Officer to monitor vehicle license at the mill 2. To discuss in OSH meetings on compliance with laws and regulations as well as safety issues at the mill 3. To provide the list of driver vehicles such as shovel and others at factory 4. To provide a copy of valid driving license for vehicles such as shovels and other vehicles at the mill 5. To incorporate compliance schedule activities in the annual monitoring plan		
Assessment Conclusion:	ASA1 verification: Evidence of CAP implemented verified including the following available evidence of compliance as per sampling below detail:- a) MPOB license is available referred to license 500205504000 is valid from 1 April 2018 to 31 March 2019		

	<p>b) For weighbridge latest calibration (Perakuan Penentuan Timbang dan Sukat) referred to B1234288 dated 19 october 2018</p> <p>c) For generating power, referred to License from Suruhanjaya Tenaga Siries no: 32888 valid from 1/1/2019 to 31/12/2019</p> <p>d) Under 'Barangan Terkawal' such as Diesel, license from KPDKK siri no C018665 is valid from 2 February 2018 to 2 February 2019 for 25000Liter.</p> <p>e) MPOB license is available referred to license 569156011000 is valid from 1 Feb 2018 until 31 January 2019 for <i>Tapak Semaian</i>.</p> <p>No recurrence of issue hence, confirmed effectiveness of CAP and major nonconformity remained closed.</p>
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Non-Conformity			
NCR Ref #	1531747-201708-N1	Clause & Category (Major / Minor)	Indicator 4.7.3 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/12/2018
Statement of Nonconformity:	Appropriate protective equipment used by pesticide operator was not adequate		
Requirement Reference:	<p>i) All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning</p> <p>ii) "Senarai Alat Perlindungan Diri Bagi Ladang FGVP", PPE FGVP, rev;1 2015</p>		
Objective Evidence:	<p>FGVPM Lepar Hilir 5 & 6 Estate</p> <p>i) Observed at field, PR16K (FGVPM Lepar Hilir 6), no safety goggle used for spraying activity.</p> <p>ii) Observed at field, PM91C (FGVPM Lepar Hilir 5), no safety goggle used for spraying activity.</p>		
Corrective Actions:	<p>1. Manager appoints Officers to monitor the use of PPE in the field</p> <p>2. To record the use of PPE in the field (refer 'Prosedur Kerja Selamat' no document FGVP / L3 / PK-26 - Safety Checklist- Spraying activity - page 11 of 16)</p> <p>3. To record a minutes of the OSH meeting which discusses the use of safety goggles during the spraying activity.</p>		
Assessment Conclusion:	<p>ASA1 verification: Training for Lepar Hilir 8 is available for safety and best practice as per below detail:-</p> <p>a) Integrated Pest management training is available dated 5 April 2018 attend by 16 people trained by Mohd Shahrin</p> <p>b) RSPO and MSPO training dated 11 September 2018 trained by Mohd Shahrin</p> <p>c) Tractor driver training is on 7 September 2018</p> <p>d) OSHA training with chemical handling training dated 7 March 2018 trained by En Mazlan Bin Ludin</p> <p>e) Rat baiting training by Mohd Fairuz Ezani dated 13 February 2018.</p> <p>f) Harvesting training by En Mazlan bin Ludin dated 7 March 2018</p> <p>No recurrence of issue hence, confirmed effectiveness of CAP and minor nonconformity closed on 21/12/2018</p>		

Non-Conformity

RSPO Public Summary Report
Revision 7 (Aug /2018)

NCR Ref #	1531747-201708-N2	Clause & Category (Major / Minor)	Indicator 6.5.3 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/12/2018
Statement of Nonconformity:	The conditions of housing area were not satisfied.		
Requirement Reference:	Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.		
Objective Evidence:	<p>In Lepar Hilir 5 Estate was found 3 cabins were constructed in the nursery area for the workers to stay which did not comply with the requirement in Workers' Minimum Standard of Housing and Amenities Act 1990. The management has informed that they have sufficient of houses that comply with the act to accommodate all the workers in the estate. However, the workers insisted to stay at the cabins due to the distance of work place was far from the housing area.</p> <p>During site visit to the linesite at Lepar Hilir POM, it was found that the grass cutting's contractor was stored the utensils such as grass cutting machine, spraying pump, empty chemical containers and petrol in container without label outside his house.</p> <p>Besides, sanitation of the area could be further improve as waste water was stagnant due to blockage by rubbish. Besides, linesite inspection was not carried out at Lepar Hilir POM and Lepar Hilir 5 Estate as per the Workers' Minimum Standard of Housing and Amenities Act 1990 where only once a month or twice a month of inspections were conducted.</p>		
Corrective Actions:	<p>1) To conduct monthly meeting on discussing issues of housing of staff and workers in terms of safety and cleanliness of the area.</p> <p>2) Managers appoint Officers who monitor the issue of housing of staff and employees in terms of safety and cleanliness of the area.</p>		
Assessment Conclusion:	<p>ASA1 verification: <i>Jadual Latihan Untuk Petugas/Kontraktor; No. Borang FPI/L4/QOHSE-5.1 Pind 0; Tahun: 2018</i></p> <p>- Letter of "Perlantikan Sebagai Pegawai Pemeriksaan Perumahan KS Lepar Hilir; Ref. # (05) 4045/840/rsपो; Date: 15/11/2018; Khosaimi bin Abu Bakar (Pekerja Am)</p> <p>- Laporan Perumahan Kilang Mingguan – Laporan Pemeriksaan RCCB</p> <p>- Jadual Pemeriksaan Kawasan Perumahan Kilang; No. Rumah A-1; Date: 13/12/2018</p> <p>- Syarat Dan Peraturan Menduduki Kuarters FPISB; No. 5 Tidak memelihara sebarang ternakan di sekitar perumahan melainkan di tempat yang dibenarkan oleh FPISB; No. 6 Tidak membuat sebarang pindaan atau pembesaran terhadap rumah tanpa kebenaran FPISB; No. 7 Tidak membuat sebarang bangunan seperti garaj, reban ayam, stor dan lain-lain tanpa kebenaran FPISB; No. 8 Tidak membuat pengubahan atau penambahan pendawaian elektrik tanpa kebenaran FPISB</p> <p>No recurrence of issue hence, confirmed effectiveness of CAP and minor nonconformity closed on 21/12/2018</p>		

Non-Conformity			
NCR Ref #	1531747-201708-N3	Clause & Category (Major / Minor)	Indicator 4.6.10 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/12/2018
Statement of Nonconformity:	Disposal of waste material was not effectively demonstrated.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).		
Objective Evidence:	<p>During site visit to the workers' quarters found the following issue:</p> <ul style="list-style-type: none"> a. 3R items such as plastic bottles, used tyres, broken doors, zinc roof and etc were found scattered around at the housing compound in the mill and visited to dumpsite at the estate found that recyclable items were not proper segregated. b. Evidence of opening burning of rubbish was sighted at F1 and F26 during site visit to the housing area. 		
Corrective Actions:	<ol style="list-style-type: none"> 1. To conduct monthly meeting of which addressing with the issue of open burning issues, domestic waste management and 3R items 2. Managers appoint Officers who monitor the issue of open burning issues, domestic waste management and 3R items 3. To conduct briefings of prohibition on open burning, domestic waste and 3R items in housing areas to employees, officers, contractors and KKD representatives 		
Assessment Conclusion:	<p>ASA1 verification: During site visit at the linesite, it was noted that there is no evidence of open burning at the area. The estate has conducted training and awareness briefing regarding 3R and no open burning to the workers. Noted during interview with the workers shows the understanding of the prohibition of open burning and awareness of 3R item. The estate and mill has provided 3R dustbin in the linesite area. No recurrence of issue hence, confirmed effectiveness of CAP and minor nonconformity closed on 21/12/2018</p>		

Non-Conformity			
NCR Ref #	1531747-201708-N4	Clause & Category (Major / Minor)	Indicator 5.3.3 Minor
Closed (Yes / No)	Yes	Date of nonconformity Closure	21/12/2018
Statement of Nonconformity:	The management plan to avoid or reduce pollution implemented found not effective to avoid pollution.		
Requirement Reference:	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented		
Objective Evidence:	<p>Lepar Hilir POM: - Existing preventive/mitigation measure (oil trap/sump) at water reservoir diesel water pump not effective to prevent land contamination</p> <p>Lepar Hilir 5 Estate: - Existing preventive/mitigation measure (oil trap/sump) at diesel store not effective to prevent land contamination</p>		

RSPO Public Summary Report
Revision 7 (Aug /2018)

	Lepar Hilir 6 Estate: - Existing preventive/mitigation measure (oil trap/sump) at diesel skid tank not effective to prevent land contamination
Corrective Actions:	1. To conduct monthly meetings which address on identifying existing preventive / reduction measures to reduce environmental pollution 2. Managers appoint Officers who monitor on environmental issues
Assessment Conclusion:	<p>ASA1 verification: Sighted during site visit at water reservoir, the mill has removed the diesel water pump. The water is pump directly by the electric water pump in the water treatment plant.</p> <p>Sighted during site visit at diesel storage tank/store at Lepar Hilir 5 and 6, the skit tank is adequate to prevent any land contamination if there is any spillage happen.</p> <p>The mill has conducted monthly Environmental Preventive Monitoring Committee meeting to discuss preventive / reduction measures to reduce environmental pollution. The mill and estate manager has appointed the assistant manager to monitor the environmental issue.</p> <p>No recurrence of issue hence, confirmed effectiveness of CAP and minor nonconformity closed on 21/12/2018.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Major / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1531747-201708-M1	Major	4.7.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-M2	Major	6.3.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-M3	Major	6.3.2	21/9/2017	Closed out on 13/11/2017
1531747-201708-M4	Major	2.1.1	21/9/2017	Closed out on 13/11/2017
1531747-201708-N1	Minor	4.7.3	21/9/2017	Closed out on 21/12/2018
1531747-201708-N2	Minor	6.5.3	21/9/2017	Closed out on 21/12/2018
1531747-201708-N3	Minor	4.6.10	21/9/2017	Closed out on 21/12/2018
1531747-201708-N4	Minor	5.3.3	21/9/2017	Closed out on 21/12/2018

RSPO Public Summary Report
Revision 7 (Aug /2018)

1722755-201810-M1	Major	6.1.3	21/12/2018	Closed out on 18/01/2019
1722755-201810-M2	Major	4.7.1	21/12/2018	Closed out on 18/01/2019
1722755-201810-N1	Minor	2.1.3	21/12/2018	"Open"
1722755-201810- N2	Minor	4.7.6	21/12/2018	"Open"
1722755-201810- N3	Minor	4.4.1	21/12/2018	"Open"
1722755-201810- N4	Minor	5.1.2	21/12/2018	"Open"
1722755-201810- N5	Minor	5.2.3	21/12/2018	"Open"
1722755-201810- N6	Minor	5.3.3	21/12/2018	"Open"

3.5. Stakeholders Consultation

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


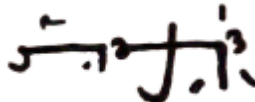
Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation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

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

List of Stakeholders Contacted	
<p>Internal Stakeholders</p> <p>KKD Chairperson (Gender Committee Representative)</p> <p>Manager/Assistant Manager</p> <p>Field supervisor</p> <p>Mandore</p> <p>Harvester</p> <p>Sprayer</p>	<p>Union/Contractors/Local Communities</p> <p>Workers Union representative</p> <p>Settlers’ Villages representatives</p> <p>Café/Grocery shop owner</p> <p>Neighbouring estates</p> <p>Contractor/Transporter</p> <p>Vendor/Supplier</p>
<p>Government Departments</p> <p>Balai Polis Gambang, Kuantan</p> <p>SK LKTP Lepar Hilir 01</p> <p>MPOB Wilayah Kuantan</p>	<p>NGO</p> <p>Tabika KEMAS</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

IS #	Description
1	<p>Feedbacks: Balai Polis Gambang – Please info police if found/seen any suspicious/unknown car</p> <p>Management Responses: Monitoring always done through FGV Security Services at main entrance of Lepar Hilir and patrolling by duty officer. Any issue will be reported to management and subsequently to authority if necessary.</p> <p>Audit Team Findings: Records of patrolling shown management kept on monitoring the patrolling/round by security personnel. All normal and/or abnormal issue were reported accordingly. No further issue.</p>
2	<p>Feedbacks: FFB Suppliers – long relationship with the mill. No issue in FFB trading and other matter.</p> <p>Management Responses: Comment noted.</p> <p>Audit Team Findings: No further issue.</p>
3	<p>Feedbacks: SK LKTP LH01 – Not so familiar with Felda & FGV structure. Mostly communication done with Felda management. Appreciate contribution by FGV as well.</p> <p>Management Responses: Stakeholder consulted was told that FGV is Felda’s owned company for commercial operation.</p> <p>Audit Team Findings: Communication were made based on evidence of stakeholder consultation meeting. No further issue.</p>
4	<p>Feedbacks: MPOB Wilayah Kuantan – good compliance by Lepar Hilir Mill in terms of MPOB licensing & FFB quality enforcement requirements. Good relationship with management in both mill and estates.</p> <p>Management Responses: Positive comments noted.</p> <p>Audit Team Findings: No further issue.</p>
5	<p>Feedbacks: FFB Transporter – long relationship with the mill. No issue in FFB trading and other matter.</p> <p>Management Responses: Comment noted.</p> <p>Audit Team Findings: No further issue.</p>
6	<p>Feedbacks: Tadika Kemas - Not so familiar with Felda & FGV structure. Mostly communication done with Felda management. Appreciate contribution by FGV as well.</p> <p>Management Responses: Stakeholder consulted was told that FGV is Felda’s owned company for commercial operation.</p> <p>Audit Team Findings: Communication were made based on evidence of stakeholder consultation meeting. No further issue.</p>
7	<p>Feedbacks: Settlers/Village representative – no issue with mill and estate. Always attended meetings (Mesyuarat JKRR) with mill manager together with Felda manager on FFB supply and other matters.</p> <p>Management Responses: Matters related to settler always discussed during JKRR meetings or directly in case of urgent. No issue with settlers and settlers’ management (Felda).</p> <p>Audit Team Findings: No further issue.</p>

Formal Signing-off of Assessment Conclusion and Recommendation	
<p>The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that Lepar Hilir Palm Oil Mill has complied with the RSPO P&C MY-NI 2014 & RSPO Supply Chain Certification Standard (June 2017) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of Lepar Hilir Palm Oil Mill is approved and continued.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd Mokhtar	Name: Anthonius Sani
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV Holdings Bhd
Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <p><i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
Date: 15/4/2019	Date: 15/4/2019

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Commitment to Transparency			
Criterion 1.1: Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making. - Minor compliance -	The mill notified all stakeholders external on the availability of public documents at the mill office through memo dated March 2018 sent and displayed on public mill notice boards. Memo Ladang FGVP M Lepar Hilir 5; Date: 1/1/2018; Penyediaan Rujukan Dokumen Umum Di Pejabat	Complied
1.1.2	Records of requests for information and responses shall be maintained. -Major compliance	Records of stakeholder feedback form (Form # FPI/L4/QOHSE – 15.3 Pind. 0) on sample feedback as following: - DOSH feedback record on mill inspection visit dated 8/3/2018 - DOE feedback record (field citation) on mill inspection visit and effluent sample dated 8/3/2018	Complied
Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.			

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
1.2.1	Publicly available documents shall include, but are not necessary limited to: <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). - Major compliance –	As per Memo: “Penyediaan Rujukan Dokumen Umum Di Pejabat”; Dated: 16/11/2018 for availability of following: <ul style="list-style-type: none"> - Land title / ROH - OSH plan - Environment aspect and impact assessment report - Social impact assessment report - Biodiversity & HCV assessment report - Environmental pollution prevention plan - Complaint & grievance procedure - Stakeholder feedback records - Land dispute identification & resolution procedure - Continuous improvement plan - RSPO Public Summary Report - Human Rights Policy - Sustainability Policy 	Complied
Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.			
1.3.1	There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations. -Minor compliance	FGV Holdings has developed Code of Ethical Conduct Policy with Doc. No. ML-1A/L1-Po13(0) dated 1/6/2014. Communications were done to all level of workforce and operations directly via general assembly, meeting as per established <i>Jadual Latihan Untuk Petugas/Kontraktor; Form # FPI/L4/QOHSE-5.1 Pind. 0; Year 2018; Briefing on Policy/Etical/QOHSE; Dated: 3/5/2018</i>	Complied
Principle 2: Compliance with applicable laws and regulations			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			

Criterion / Indicator		Assessment Findings	Compliance
2.1.1	Evidence of compliance with relevant legal requirements shall be available. - Major compliance -	In FGV Lepar Oil Mill, the evidence of compliance is available as per sampling below detail:- f) MPOB license is available referred to license 500205504000 is valid from 1 April 2018 to 31 March 2019 g) For weighbridge latest calibration (Perakuan Penentuan Timbang dan Sukat) referred to B1234288 dated 19 october 2018 h) For generating power, referred to License from Suruhanjaya Tenaga Siries no: 32888 valid from 1/1/2019 to 31/12/2019 i) Under 'Barangan Terkawal' such as Diesel, license from KPDKK siri no C018665 is valid from 2 February 2018 to 2 February 2019 for 25000Liter. j) For abstraction water license referred to SWUL/LPSA/73/2018. k) AESP for confine space (En Hasan Bin Muda) series no: FPISB-AESP-00056. l) AGT license referred to Mohamad Nor Hafizi Bin Kasim (NW-NCC-AGT-0388-0) FGV Lepar Hilir 5 estate a) MPOB license is available referred to license 569156011000 is valid from 1 Feb 2018 until 31 January 2019 for <i>Tapak Semaian</i> . b) MPOB license is available referred to license 559601002000 is valid from 1 April 2018 until 31 March 2019 cover 2728.6 ha c) License for water abstraction is available referred to license siri 0132 (SWUL/LPSA/8/2018)	Complied
2.1.2	A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -	All operating units have written information on legal requirement and this information updated by the head office. The register of legal and other requirement (Senarai Undang- Undang & Keperluan yang berkaitan RSPO) is made available at operating units. Mill Legal & Other Requirements, Doc. No. FPI/L2/QOHSE-2.0 available. Supply Base Legal & Other Requirements, Section 14-19, HSE Manual available.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
2.1.3	A mechanism for ensuring compliance shall be implemented. - Minor compliance -	In Lepar Hilir 5 Estate, the compliance monitoring is done by En Zaidi and En Harun Bin Lemas referred letter dated 5 January 2018. Medical Surveillance already been sent on 20 December 2018, from 45 person only 39 person is attended the medical surveillance. This medical surveillance done by Klinik Syed Badaruddin. For the next medical surveillance is will be conduct on 24 Dec 2018 for the balance 6 workers. Referred email dated 20 Dec 2018. During site visit in Lepar Hilir POM found first aid kit at Felsco Post gate and boiler room is inadequate as per FMA 1967 regulation 38. In Lepar Hilir POM found contamination of Iron Oxide at maintenances personal is not been monitoring as per CHRA recommendation.	Minor nonconformance
2.1.4	A system for tracking any changes in the law shall be implemented. - Minor compliance -	Tracking of changes in the relevant laws are communicated and received from HQ. Monitoring of changes to the applicable laws and regulations carried out through periodical review in accordance with the documented procedure ML1A/L2-PR2 (0) dated March 2012. Latest update of laws and regulations in the Legal Register carried out on August 2018.	Complied
Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.			

<p>2.2.1</p>	<p>Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. - Major compliance -</p>	<p>Lepar Hilir 6:</p> <ul style="list-style-type: none"> - Laporan Maklumat Asas Peringkat 2018; Ref. # 7; Date: 19/12/2018; Year/Period: 2018/All; 0275 – Lepar Hilir 06; Luas Keliling: 2,965.60 ha; Luas Tanam: 2,624.78 ha; Luas Berhasil: 1,917.45 ha - Sample title # HSD 3584; Lot # PT 3354; Daerah: Pekan; Mukim: Lepar; Area: 712.6 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3597; Lot # PT 3347; Daerah: Pekan; Mukim: Lepar; Area: 687 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3601; Lot # PT 3348; Daerah: Pekan; Mukim: Lepar; Area: 357.4 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3599; Lot # PT 3349; Daerah: Pekan; Mukim: Lepar; Area: 370.7 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3598; Lot # PT 3350; Daerah: Pekan; Mukim: Lepar; Area: 339.7 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3600; Lot # PT 3351; Daerah: Pekan; Mukim: Lepar; Area: 498.2 ha; Lease period: 22/7/1999 – 21/7/2098 <p>Lepar Hilir 8:</p> <ul style="list-style-type: none"> - 0613 – Lepar Hilir 08 Estate; Area Statement 20/12/2018; Perimeter Hectarage: 3,425.29 ha; Planted Hectarage: 3,090.08 ha; Harvested Hectarage: 1,897.06 ha - Total 20 titles - Sample title # HSD 18188; Lot # PT 1327; Daerah: Kuantan; Mukim: Ulu Lepar; Area: 120.4 ha; Lease period: 10/10/1998 – 9/10/2097 - Sample title # HSD 18187; Lot # PT 1326; Daerah: Kuantan; Mukim: Ulu Lepar; Area: 0.0393 ha; Lease period: 10/10/1998 – 9/10/2097 - Sample title # HSD 18186; Lot # PT 1325; Daerah: Kuantan; Mukim: Ulu Lepar; Area: 368.4 ha; Lease period: 10/10/1998 – 9/10/2097 	<p>Complied</p>
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> - Sample title # HSD 18185; Lot # PT 1324; Daerah: Kuantan; Mukim: Ulu Lepar; Area: 305.9 ha; Lease period: 10/10/1998 – 9/10/2097 - Sample title # HSD 18184; Lot # PT 1323; Daerah: Kuantan; Mukim: Ulu Lepar; Area: 2.578 ha; Lease period: 10/10/1998 – 9/10/2097 <p>Lepar Hilir 5 Estate:</p> <ul style="list-style-type: none"> - 0613 – Lepar Hilir 08 Estate; Area Statement 20/12/2018; Perimeter Hectarage: 2,889.54 ha; Planted Hectarage: 2,607.61 ha; Harvested Hectarage: 1,852.19 ha - Total 14 titles - Sample title # HSD 3588; Lot # PT 3338; Daerah: Pekan; Mukim: Lepar; Area: 259.2 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3589; Lot # PT 3341; Daerah: Pekan; Mukim: Lepar; Area: 508.8 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3590; Lot # PT 3340; Daerah: Pekan; Mukim: Lepar; Area: 334.4 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3591; Lot # PT 3339; Daerah: Pekan; Mukim: Lepar; Area: 262 ha; Lease period: 22/7/1999 – 21/7/2098 - Sample title # HSD 3592; Lot # PT 3344; Daerah: Pekan; Mukim: Lepar; Area: 233.1 ha; Lease period: 22/7/1999 – 21/7/2098 	

Criterion / Indicator		Assessment Findings	Compliance
2.2.2	Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -	Both estate visited demarcated the legal boundaries with fences. No trespassing signboard has been erected at the boundaries. <u>Lepar Hilir 6 Estate</u> The legal boundary are demarcated with fences and signboard of 'No Trespassing' has been erected at the boundary. Sighted during site visit at PR 16 adjacent with Lepar Forest Reserve, the fences were fix along the boundary and 'No Trespassing' signboard has been erected. <u>Lepar Hilir 8 Estate</u> The legal boundary are demarcated with fences and signboard of 'No Trespassing' has been erected at the boundary. Sighted during site visit at PR 14 adjacent with Sg. Lepar, the fences were fix along the boundary.	Complied
2.2.3	Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). - Minor compliance -	Land ownership document clearly indicate that land could be used for palm plantation activities. There isn't any conflict on the condition of land use as per land title. The land is obtained from the state government through legal process and no FPIC is relevant.	Complied
2.2.4	There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance	No disputes, conflicts or a customary right as the land belongs to state government that leased to FGVP for 99 years. However, there are documented procedures available to manage the situation if needed <ul style="list-style-type: none"> • Land disputes & customary rights - ML-1A/L2-PR 12 • Negotiation process - ML-1A/L2-PR 1 • Compensation calculation - ML-1A/L2-PR 13 	Complied

Criterion / Indicator		Assessment Findings	Compliance
2.2.5	For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance	There are no disputes, conflicts or a customary right hence participatory mapping not required.	Complied
2.2.6	To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance	During field visit and interview with internal/external stakeholders, it was found there was no conflict nor did violence occur within the estate. The presence of security force ensures a safe and harmonized environment at all time.	Complied
Criterion 2.3:			
Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.			
2.3.1	Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Major compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPMSB.	Complied

Criterion / Indicator	Assessment Findings	Compliance
2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPMBS.	Complied
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPMBS.	Complied
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad was leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding are owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the FGVPMBS.	Complied

Criterion / Indicator	Assessment Findings	Compliance
Principle 3: Commitment to long-term economic and financial viability		
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.		
3.1.1	A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. - Major compliance -	Budget for leper hilir 5 is available refer to Belanjawan Ladang Lepar Hilir 5 for 5 year. This budget is include the wages and allowance, medical, housing, commission, office maintenance and others. Example referred under <i>Anggaran Perbelanjaan AM bagi Tahun 2018</i> for office maintenance is around RM 34,500 and for road side maintenance is around RM 2400.
Complied		

<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. - Minor compliance -</p>	<p>The estates visited has established 5 years replanting programme. The replanting programme was planned for tall palm and older than 25 years old as well as low production field as per FGV Replanting Policy dated 1/6/2014 signed by the CEO. Replanting programme as follow:</p> <p><u>Lepar Hilir 6 Estate</u> 2019 : 0.00 ha 2020 : 304.44 ha for field PM93C 2021 : 0.00 ha 2022 : 0.00 ha 2023 : 0.00 ha 2024 : 260.17 ha for field P99E</p> <p><u>Lepar Hilir 8 Estate</u> 2019 : 0.00 ha 2020 : 180.73 ha for field PM91L and P99M 2021 : 0.00 ha 2022 : 0.00 ha 2023 : 0.00 ha</p> <p>Field P91L and P99M program for replanting scheduled in 2019 was delayed to 2020 due to high yield production as per letter dated 27/2/2018. Refer letter no (11)613/2-1-9.</p> <p><u>Lepar Hilir 5 Estate</u> 2019 : 252.46 ha for field PM91C 2020 : 425.68 ha for field PM97F 2021 : 427.30 ha for field PM97F 2022 : 0.00 ha 2023 : 0.00 ha</p>	<p>Complied</p>
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
<p>Principle 4: Use of appropriate best practices by growers and millers</p>		
<p>Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.</p>		
<p>4.1.1</p>	<p>Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -</p>	<p>Mill holds three SOP and documentation available at the mill for review. Noted the Sustainable Palm Oil Manual Procedure, Safety working procedure and Quality, Occupational Health, Safety and Environmental Procedure.</p> <p>Estate holds three SOP and documented in Plantation Sustainability and Quality Management, Sustainable Palm Oil Manual Procedure and Occupational Safety, Health and Environmental Manual</p> <p>Sighted the latest review in Sustainability Palm Oil Manual on procedure for competency, awareness and training dated 1/6/2016.</p>

<p>4.1.2</p>	<p>A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -</p>	<p>FGVP has established mechanism to monitor the implementation of their procedure by Plantation Advisor visit, Regional General Manager Visit, agronomist visit and Internal Audit for sustainability certification.</p> <p><u>Mill</u> Regional General Manager visit was conducted in prompt too basis. Sighted the latest Kuantan Regional General Manager visit on 16/01/2018, 23/5/2018 and 17/12/2018. The RGM also conducted follow up visit to ensure all issue raised during last visit were addressed by the management. Sighted the latest Internal Audit report dated 16/11/2018. All issue raised during the visit has been addressed by the management.</p> <p><u>Lepar Hilir 6 Estate</u> Plantation Advisor visit was conducted in prompt too basis. Sighted the latest visit on 10/10/2018. The report covers on yield improvement and crop recovery. All issue raised during last visit were addressed by the management. Agronomist conducted visit at the estate on annual basis. The report covers on yield achievement, palm nutrition, good agricultural practice, and manuring status. Latest visit was conducted on 29/11/2018 and the report has yet to be received by the estate. Sighted the latest report for visit conducted on 27/3/2018.</p> <p><u>Lepar Hilir 8 Estate</u> Regional General Manager visit was conducted in prompt too basis. Sighted the latest Kuantan Regional General Manager visit on 27/11/2018. The report covers on yield improvement and crop recovery. All issue raised during last visit were addressed by the management.</p>	<p>Complied</p>
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Criterion / Indicator		Assessment Findings	Compliance
		Agronomist conducted visit at the estate on annual basis. The report covers on yield achievement, palm nutrition, good agricultural practice, and manuring status. Sighted the latest report conducted on 8/8/2018.	
4.1.3	Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance -	<p>Mill and estates visited maintain all the visit reports and action taken records. All the reports available for review.</p> <p><u>Mill</u> FGVP has established mechanism to monitor the implementation of their procedure by Regional General Manager Visit and Internal Audit for sustainability certification. The mill maintain all records of monitoring and action taken from the visit/audit report and the document is available for review. The internal audit report has been discussed during Management Review Meeting. Sighted the minutes meeting dated 30/11/2018.</p> <p><u>Lepar Hilir 6 Estate</u> The estate maintain all records of visit and monitoring from Plantation Advisor, Regional General Manager, Agronomist and Internal Audit. The report available for review.</p> <p><u>Lepar Hilir 8 Estate</u> The estate maintain all records of visit and monitoring from Regional General Manager, Agronomist and Internal Audit. The report available for review.</p>	Complied
4.1.4	The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -	FGVP has established a system, Mill Performance Report (MPR) to differentiate certified FFB and uncertified FFB base on its supplier. Sighted the FFB Received Report for RSPO by Supplier for the month of Jun, July, August, September, October and November 2018.	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
4.2.1	There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. - Minor compliance -	Group Sustainable Palm Oil Manual Procedure contains Standard Operating Procedures to ensure soil fertility is managed to a level that ensures optimal and sustained yield.	Complied
4.2.2	Records of fertiliser inputs shall be maintained. - Minor compliance -	Fertiliser recommendation was based on foliar and soil analysis conducted on annually basis by the Agronomist. The application was conducted as per agronomist recommendation Sighted the fertiliser application records for FY 2018 as follows: LH6 Month program: Jan 18 Field: PM99E Type: NK 10.5/30 Rate/palm: 3.25 kg/palm Month applied: 12/2 – 9/4/2018	Complied
4.2.3	There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -	<u>Lepar Hilir 8 Estate</u> Soil sampling and leaf sampling has been conducted on annual basis to by Felda Agricultural Services Sdn. Bhd. The sampling result is use to determine the fertiliser recommendation for the following financial year. Latest soil and leaf sampling was conducted on 4/4/2017. <u>Lepar Hilir 6 Estate</u> Soil sampling and leaf sampling has been conducted on annual basis to by Felda Agricultural Services Sdn. Bhd. The sampling result is use to determine the fertiliser recommendation for the following financial year. Latest soil and leaf sampling was conducted on 22-23/2/2018.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.2.4	A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. - Minor compliance -	All palm by-products such as EFB were recycled. Sighted the records for dispatch of EFB as follows: Lepar Hilir 8 Estate Sighted the records for EFB mulching at PM13Q amounted 306.27 tons. <u>Lepar Hilir 6 Estate</u> Sighted the records for EFB mulching at PM99E amounted 315.01 tons.	Complied
Criterion 4.3: Practices minimise and control erosion and degradation of soils.			
4.3.1	Maps of any fragile soils shall be available. - Major compliance -	In FGV Lepar Hilir 6 estate, Soil map is available referred to Soil map dated 26 March 2008 by Unit Komputer(GPS/GIS) from FELDA Agricultural Services Sdn Bhd. From the map, Bungor type is almost cover in the estate. No fragile soil in estate from record and site verification.	Complied
4.3.2	A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -	From the site verification in all estate, the management planting at hilly area is followed as Manual Ladang Sawit Lestari referred MLSL(Ed.3) – Sec.2 (11.0) dated 1 September 2017 already stated under 11.3.1 the planting at slope must build tearrace in area 6 degree to 25 degree.	Complied
4.3.3	A road maintenance programme shall be in place. - Minor compliance -	Road maintenance programme is available dated 5 December 2017. This programme including Lepar Hilir 5 and 8 because using of the same road. Referred to programme 275/3/1/6 PT2. From the implementation record 3400 meter already been cover for year 2018.	Complied
4.3.4	Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -	Not applicable because no peat soil in Lepar Hilir 5,6, and 8 estate.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.3.5	Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. - Minor compliance -	Not applicable because no peat soil in Lepar Hilir 5,6, and 8 estate.	Complied
4.3.6	A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). - Minor compliance -	Not applicable because no peat soil in Lepar Hilir 5,6, and 8 estate.	Complied
Criterion 4.4: Practices maintain the quality and availability of surface and ground water.			

<p>4.4.1</p>	<p>An implemented water management plan shall be in place. - Minor compliance -</p>	<p><u>Lepar Hilir POM</u> Mill has established the Water Management Plan and latest review was sighted on 15/11/2018. The management plan focusing on water shortage/contamination and water usage efficiency. In the plan stated the root cause, mitigation plan and Person In Charge for each plan programmed. Sighted the implementation of the management plan as follows: i. Monthly records of rainfall, sighted the monthly rainfall records as follows:</p> <table border="1" data-bbox="1032 651 1662 890"> <thead> <tr> <th>Month</th> <th>Rainfall</th> </tr> </thead> <tbody> <tr> <td>June</td> <td>221.5</td> </tr> <tr> <td>July</td> <td>151.0</td> </tr> <tr> <td>August</td> <td>84.5</td> </tr> <tr> <td>September</td> <td>181.5</td> </tr> <tr> <td>October</td> <td>468.0</td> </tr> <tr> <td>November</td> <td>333.0</td> </tr> </tbody> </table> <p><u>Lepar Hilir 6 Estate</u> The estate has established water management plan. The latest review was conducted on 8/10/2018. The water management plan focus on contingency plan during water shortage, reduce water contamination, maintain ground water level and soil moisture and water usage efficiency. In the plan stated the root cause, mitigation plan and Person In Charge for each plan programmed. Sighted the implementation of the water management plan as follows: i. the estate maintain the records monitoring of rainfall. For 2017, the estate received 1844.40 mm rainfall over 145 rain days. As per todate Nov 2018, the estate receive 1944.80 mm over 136 rain days ii. Sighted the records for EFB mulching at PM99E amounted 315.01 tons.</p>	Month	Rainfall	June	221.5	July	151.0	August	84.5	September	181.5	October	468.0	November	333.0	<p>Minor nonconformance</p>
Month	Rainfall																
June	221.5																
July	151.0																
August	84.5																
September	181.5																
October	468.0																
November	333.0																

Criterion / Indicator	Assessment Findings	Compliance
	<p><u>Lepar Hilir 8 Estate</u> The estate has established water management plan. The latest review was conducted on 8/5/2018. The water management plan focus on contingency plan during water shortage, reduce water contamination, maintain ground water level and soil moisture and water usage efficiency. In the plan stated the root cause, mitigation plan and Person In Charge for each plan programmed.</p> <p>Sighted the implementation of the water management plan as follows:</p> <ul style="list-style-type: none"> i. The estate maintain the records monitoring of rainfall. For 2017, the estate received 5707 mm rainfall over 87 rain days. As per todate Nov 2018, the estate receive 3756 mm of rainfall. ii. The estate has established the riparian buffer zone at Sungai Lepar. Signboard of prohibition on chemical application at the Signboard of prohibition of chemical application along the buffer zone has been erected. <p>It was sighted during the site visit, there was evidence of chemical application at the riparian buffer zone near the fences. Noted during interview with the sprayers' shows the lack of awareness and ineffective communication regarding the prohibition on chemical application along the boundary. In the water management plan stated under riparian buffer zone management, the workers will be trained on prohibition of chemical application along the buffer zone This evidence shows the management plan is not effectively implemented.</p> <p>Thus NC were raised. Refer nc no. 1724034-201810-N1</p>	

Criterion / Indicator	Assessment Findings	Compliance												
<p>4.4.2</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -</p> <p>FGVPM has established procedure to identify river buffer zone and documented in Sustainable Palm Oil Manual Procedure. Refer document no ML-1A/L2-Pr8(0) as follows:</p> <table border="1" data-bbox="1025 491 1659 695"> <thead> <tr> <th>River Width</th> <th>Buffer Zone (m)</th> </tr> </thead> <tbody> <tr> <td>>40</td> <td>50</td> </tr> <tr> <td>>20 – 40</td> <td>40</td> </tr> <tr> <td>>10 – 20</td> <td>20</td> </tr> <tr> <td>>5 - 10</td> <td>10</td> </tr> <tr> <td>1-5</td> <td>5</td> </tr> </tbody> </table> <p><u>Lepar Hilir 6 Estate</u> The estate has demarcated the riparian buffer zone with white and blue pole. Signboard for prohibition of activity at the riparian zone has been erected. Sighted during site visit at riparian buffer zone for Sungai Sema at PR 16, no evidence of chemical activities and the vegetation along the riparian zone are well maintained.</p> <p><u>Lepar Hilir 8 Estate</u> The estate has demarcated the riparian buffer zone with fences as the river is adjacent with the estate boundary. Signboard of prohibition of chemical application along the buffer zone has been erected.</p>	River Width	Buffer Zone (m)	>40	50	>20 – 40	40	>10 – 20	20	>5 - 10	10	1-5	5	<p>Complied</p>
River Width	Buffer Zone (m)													
>40	50													
>20 – 40	40													
>10 – 20	20													
>5 - 10	10													
1-5	5													

<p>4.4.3</p>	<p>Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -</p>	<p>Treated POME for land irrigation was regularly monitored as prescribed under "Jadual Pematuhan". Regular monitoring was done on monthly basis and submitted to DOE on quarterly basis via quarterly return form. Noted the following 2nd and 3rd quarter report:-</p> <p>2nd Quarter</p> <table border="1" data-bbox="1095 555 1760 973"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> <th>Report No.</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Apr</td> <td>pH</td> <td>8.42</td> <td rowspan="3">1009/2018</td> </tr> <tr> <td>BOD</td> <td>67.00</td> </tr> <tr> <td>S. Solid</td> <td>182.00</td> </tr> <tr> <td rowspan="3">May</td> <td>pH</td> <td>9.51</td> <td rowspan="3">1313/2018</td> </tr> <tr> <td>BOD</td> <td>72.00</td> </tr> <tr> <td>S. Solid</td> <td>168.00</td> </tr> <tr> <td rowspan="3">June</td> <td>pH</td> <td>8.27</td> <td rowspan="3">1518/2018</td> </tr> <tr> <td>BOD</td> <td>64.00</td> </tr> <tr> <td>S. Solid</td> <td>204.00</td> </tr> </tbody> </table> <p>3rd quarter</p> <table border="1" data-bbox="1095 1038 1760 1362"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> <th>Report No.</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Jul</td> <td>pH</td> <td>9.31</td> <td rowspan="3">1752/2018</td> </tr> <tr> <td>BOD</td> <td>57.00</td> </tr> <tr> <td>S. Solid</td> <td>131.00</td> </tr> <tr> <td rowspan="3">Aug</td> <td>pH</td> <td>8.18</td> <td rowspan="3">2127/2018</td> </tr> <tr> <td>BOD</td> <td>21.00</td> </tr> <tr> <td>S. Solid</td> <td>111.00</td> </tr> <tr> <td>2Sep</td> <td>pH</td> <td>8.22</td> <td>2377/2018</td> </tr> </tbody> </table>	Month	Parameter	Results	Report No.	Apr	pH	8.42	1009/2018	BOD	67.00	S. Solid	182.00	May	pH	9.51	1313/2018	BOD	72.00	S. Solid	168.00	June	pH	8.27	1518/2018	BOD	64.00	S. Solid	204.00	Month	Parameter	Results	Report No.	Jul	pH	9.31	1752/2018	BOD	57.00	S. Solid	131.00	Aug	pH	8.18	2127/2018	BOD	21.00	S. Solid	111.00	2Sep	pH	8.22	2377/2018	<p>Complied</p>
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Criterion / Indicator		Assessment Findings			Compliance
			BOD	71.00	
			S. Solid	219.00	
		All results were complied with 'Jadual Pematuhan' for effluent treatment through land irrigation systems.			
4.4.4	Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -	<u>Lepar Hilir POM</u> The POM has established monitoring of water usage/ton FFB to monitor the efficiency of water usage in the mill. The data was recorded in Mill Water Usage, form RSPO-P4/C.4.4/4.4.5. Sighted the record for FY 2017 and FY 2018 as at November 2018. Record of usage as follows:			Complied
		Month	2017	2018	
		Jan	1.17	1.45	
		Feb	1.34	1.34	
		Mar	1.29	1.33	
		Apr	1.2	1.13	
		May	1.22	1.11	
		Jun	1.24	0.98	
		July	1.14	1.07	
		Aug	1.25	0.97	
		Sep	1.21	0.97	
		Oct	1.27	1.02	
		Nov	1.25	0.97	
		Dec	1.29		
Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.					

Criterion / Indicator		Assessment Findings	Compliance
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	IPM plan is available in Lepar Hilir 5, dated 2 May 2018 amend from January 2018. From the plan cover from rat bait cencus until beneficial plant planting. From the plan, example they plan to plant 300 beneficial plant for this year. From the record 'Rekod Bancian dan Pemerhatian Serangan Musuh dan Penyakit (P&D) at field PR15J (217.47 ha) already plant 156 cassia, 60 Tunera and 36 Antigonan.	Complied
4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	From the record found the IPM training have been conduct on 13 June 2018 by En Zaidi Bin Md Isa and En Harun Bin Lemas & Felda Agriculture Services Sdn Bhd in Lepar Hilir 5 estate. At Lepar Hilir 6 IPM training on rat baiting cencus & application date 18 August 2018 and for bag worm training is on 3 April 2018.	Complied
Criterion 4.6:			
Pesticides are used in ways that do not endanger health or the environment			
4.6.1	Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. - Major compliance -	Justification for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.	Complied
4.6.2	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance -	Records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications) had been maintained and kept example A.I per ha for Lepar hilir 5 is 0.89 and for Lepar Hilir 6 is 0.93.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance	
4.6.3	Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. - Major compliance -	The quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A . The implementation in the field is consistent with the manual. There is no prophylactic use of pesticides. It is the policy to minimize the use of pesticides in accordance with IPM plan. The pesticide reduction program is monitored on usage per hectare basis.	Complied
4.6.4	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances. - Minor compliance -	At FGV Lepar Hilir referred (27)010810/HQ/JAB.OP.17/Plantations/AM dated 8 May 2017 under Title : Prohibition On Using Paraquat Dichloride. This letter or memo to all FGV plantation to ensure cannot use Paraquat start from this letter issue approved by Suhaidi Hamzah(Executive Director).	Complied
4.6.5	Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7). - Major compliance -	The appropriate safety and application equipment (safety boots, safety helmets, rubber boots, cartridge masks, safety goggles, gloves and overalls) had been provided and used by the pesticides operators. PPE is been given to workers referred record in `Buku Penyerahan PPE Kepada Pekerja`example record for Mask 2550, latest PPE given is on 23 July 2018 and record of return of old PPE also available on 23 July 2018.	Complied
4.6.6	Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance -	The operating units comply with Regulation 9 of the Pesticides Act 1974 requiring balance of remaining solution to be kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply with regulation. Agrochemical containers recycled for premix agrochemical and other disposal as recycle waste.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.6.7	Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -	Pesticides had been applied using the Best Management Practices that minimize risk and impacts. The pesticide operators found to understand the use of the right nozzle, spray drift, spray quality and run-off. For chemical application record is available under ' <i>Buku Rekod Kawalan Musuh Dan Penyakit</i> '. For December 2018 application they using pyton and antracol on 18 December 2018 in Nursery.	Complied
4.6.8	Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. - Major compliance -	Not applicable. It is the policy of the company not to carry out any aerial application of pesticides. This policy has been followed by the operating units. From the record application is none and also from the interview with workers and management also been confirmed.	Complied
4.6.9	Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance -	Periodic training on pesticide handling had been carried out for the workers. No small scheme smallholders at FGV. Information on the pesticides displayed on the notice board and next to the pesticides in the store. No associated smallholders. Training records for staff and workers on implementation were available and verified to be satisfactory during on-site assessment.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.6.10	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).</p> <p>- Minor compliance -</p>	<p>All waste generated at mill and estates visited were disposed according to procedure established. Noted during interview with workers shows the understanding of the waste disposal procedure.</p> <p><u>Lepar Hilir 6 Estate</u> During interview with sprayers, it was noted that the workers understand the proper disposal of waste material. Sighted during site visit at the landfill area, it was noted only domestic waste disposed in the landfill.</p> <p><u>Lepar Hilir 8 Estate</u> During interview with sprayers, it was noted that the workers understand the proper disposal of waste material. Sighted during site visit at the landfill area, it was noted only domestic waste disposed in the landfill.</p> <p><u>Lepar Hilir 5 Estate</u> Sighted during site visit at the landfill area, it was noted only domestic waste disposed in the landfill.</p>	Complied
4.6.11	<p>Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.</p> <p>- Major compliance -</p>	<p>Medical Surveillance already been sent on 20 December 2018, from 45 person only 39 person is attended the medical surveillance. This medical surveillance done by Klinik Syed Badaruddin (HQ/08/DOC/00/7). In Mill Lepar Hilir the Medical surveillance is conduct on 1 August 2018 also with the same doctor (Dr. Syed Badaruddin). All chemical handler is fit to work asper result from mediacd surveillance.</p>	Complied
4.6.12	<p>No work with pesticides shall be undertaken by pregnant or breast-feeding women.</p> <p>- Major compliance -</p>	<p>Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast-feeding woman had been offered work as pesticide operator.</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:		
4.7.1	<p>A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>- Major compliance -</p> <p>In Lepar Hilir 8 estate have Safety and Health Policy dated sign 1 April 2016 by Dato' Zakaria Arshad (Presiden Kumpulan/Ketua Pegawai Eksekutif). Under Felda Global Venture Policy safety and health dated 1 Feb 2017 by Suhaidi Hamzah (Chief Executive Officer) FGV Plantations (M) Sdn Bhd.</p> <p>OSH programmed is available dated 2 January 2018 this programme include training, workplace inspection, OSH meeting and others. In Lepar Hilir 6 estate, OSH meeting already been conducted on 11 December 2018(04/2018). The meeting conducted by quarterly. Sampling on previously meeting (03/2018) dated 13/8/2018, (02/2018) dated 24/5/2018) and (01/2018) 8/3/2018.</p> <p>From the observation and interview with Felsco, refer standard operating procedure (Prosedur Kerja Selamat referred FPI-PK-001 dated 14 July 2010 – Prosedur Pintu Masuk Utama Kilang, Tanker minyak, trailer isi sawit dan lori BTS) found the outsider and certain driver did not followed(using proper PPE) the procedure during entering the Mill.</p> <p>Found water leaking in Continuous Sterilizer Control room not comply with Section 15 (General Duties of employers and self employed person) 2 (e).</p> <p>The installation of emergency shower at the hazard place During Site visit in POM found workers did not follow.ed Safety Standard Operating Procedure (FPI-PK-052) Continuous Sterilizer for any damage or broken down during operation. Example the operator did not empty FFB in CS during maintenance done. PPE for Boiler operator is not followed as per PPE matrix.</p>	<p>Major nonconformance</p>

Criterion / Indicator		Assessment Findings	Compliance
4.7.2	All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers. - Major compliance -	In Mill CHRA conducted on 4 Sept 2017 by Ihsan Shariff same also for CHRA assessment in estate Lepar Hilir 6 dated June 2014 by Ihsan Sharif Resource (JKKP HIE 127/171-2(85)). The Chemical register already updated dated 2 May 2018 and assessor will be visit on 26 December 2018 at Lepar Hilir 6. HIRARC also for mill already been reviewed on March 2018	Complied
4.7.3	All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning. - Minor compliance -	Training for Lepar Hilir 8 is available for safety and best practice as per below detail:- g) Integrated Pest management training is available dated 5 April 2018 attend by 16 people trained by Mohd Shahrin h) RSPO and MSPO training dated 11 September 2018 trained by Mohd Shahrin i) Tractor driver training is on 7 September 2018 j) OSHA training with chemical handling training dated 7 March 2018 trained by En Mazlan Bin Ludin k) Rat baiting training by Mohd Fairuz Ezani dated 13 February 2018. l) Harvesting training by En Mazlan bin Ludin dated 7 March 2018 m) First aid training by Persatuan Bulan Sabit Merah Malaysia dated 21-22 December 2017. n) Firedrill training dated 13 January 2017 by Felda Security Services Sdn Bhd.	Complied
4.7.4	The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded. - Major compliance -	Appointment letter for OSH Committee referred letter (04)HSE/FGVPM/PWT/03 sampling for En Muhammad Ramli Bin Supari dated 17 January 2018. OSH meeting already been conduct on 1/2018 is 7 March 2018, on 2/2018 is 30 May 2018, on 3/2018 is 31 August 2018 and the latest is on 21 November 2018.	Complied

Criterion / Indicator		Assessment Findings	Compliance												
4.7.5	<p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>In Lepar Hilir 8 estate, JKKP 6 record is available under file <i>Laporan Kemalangan JKKP</i>, from the record have 2 accident happen as per detail below:-</p> <ul style="list-style-type: none"> a) 3 Feb 2018 – Md Monjil Mia (Bangladesh), accident because jump from treller, MC 21 days. The company already claim from insurance and got RM 228.46 b) Mohd Norizaidi B. Muhamad (Local) accident during driving dated 28 June 2018. MC 10 days. The investigation done on 4 July 2018 <p>For previous year 2017, JKKP 8 dated 3 Jan 2018 sent to DOSH and found 1 accident (Cahya) dated 12 Sept 2017.</p> <p>HIRARC already been reviewed on 2 March 2018 and 15 July 2018 by Mohd Shahrin Saat.</p>	Complied												
4.7.6	<p>All workers shall be provided with medical care, and covered by accident insurance.</p> <p>- Minor compliance -</p>	<p>Insurance for foreign workers is available sampling on policy W5024571 under Etiqa Takaful Berhad cover for 10 workers including Md Monjil Mia.</p>	Minor nonconformance												
4.7.7	<p>Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics</p> <p>- Minor compliance -</p>	<p>LTA is available for Mill and supply base until todate (November) as per below:-</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Mill</th> <th>Lepar Hilir</th> <th>Lepar Hilir</th> <th>Lepar Hilir</th> </tr> </thead> <tbody> <tr> <td></td> <td>8</td> <td>6</td> <td>5</td> </tr> <tr> <td>12.98</td> <td>5.88</td> <td>3.25</td> <td>9.38</td> </tr> </tbody> </table>	Mill	Lepar Hilir	Lepar Hilir	Lepar Hilir		8	6	5	12.98	5.88	3.25	9.38	Complied
Mill	Lepar Hilir	Lepar Hilir	Lepar Hilir												
	8	6	5												
12.98	5.88	3.25	9.38												
<p>Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.</p>															

Criterion / Indicator	Assessment Findings	Compliance
<p>4.8.1</p> <p>A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p> <p>- Major compliance -</p>	<p>Mill and estates visited had established training program based on training need analysis and programmed trough out the year.</p> <p><u>Lepar Hilir Palm Oil Mill</u> Mill has established the training program for all employee and contractors FY 2018. The training program covers all aspects of safety, environment and social.</p> <p><u>Lepar Hilir 6 Estate</u> The estate has established training program base on training need analysis. The training program were develop base on the job designation and type of training need for the management and the workers. 18 training were identified and programmed throughout the year covers all aspect including Standard Operating Procedure, Safety Procedure, Environmental and Emergency procedure.</p> <p><u>Lepar Hilir 5 Estate</u> The estate has conducted training need analysis to identified training requirement for the workers. The analysis were based on the job designation and type of training need for the management and the workers. 18 training were identified and programmed throughout the year covers all aspect including Standard Operating Procedure, Safety Procedure, Environmental and Emergency procedure.</p>	<p>Complied</p>

<p>4.8.2</p>	<p>Records of training for each employee shall be maintained. - Minor compliance -</p>	<p>Mill and estates visited maintained all training records conducted for all the employee. The training was conducted by Manager, Asst. Manager, Plantation Executive and chemical/equipment supplier with knowledge regarding the matters.</p> <p><u>Lepar Hilir POM</u> Mill maintain the records of training for management, staff and employee. Sighted the training records as follows. i. Contractors safety briefing dated 1/3/2018 ii. Safety Operating Procedure for Sterilizer Station dated 2/2/2018 iii. HCV Briefing dated 1/12/2018 iv. RSPO/MSPO briefing dated 12/11/2018 v. Briefing on 3R(reduce, reuse, recycle) and prohibition of open burning dated 1/10/2018 vi. Safety Operating Procedure of Nut Plant and Press station dated 1/2/2018 vii. Safety Operating Procedure of oil room dated 9/3/2018 viii. Authorized Gas Tester Entrant Standby Person (AGTES) dated 17-19/7/2018.</p> <p><u>Lepar Hilir 8 Estate</u> Estate maintain the records of training for each employee. Sighted the training records as follows: i. IPM training dated 5/4/2018 ii. Chemical handling, EAI/EIE training dated 7/3/2018 iii. Rat baiting training dated 13/2/2018</p> <p><u>Lepar Hilir 6 Estate</u> Estate maintain the records of training for each employee. Sighted the training records as follows: i. HCV training for Management and Staff dated 16/11/2018 ii. RSPO/MSPO and HCV training for employee dated 5/12/2018</p>	<p>Complied</p>
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
	iii. Manuring SOP training dated 27/10/2018 iv. Weeding, chemical calibration and chemical premixing dated 12/11/2018 v. Tractor handling, daily records and maintenance training dated 27/4/2018 <u>Lepar Hilir 5 Estate</u> Sighted the training records as follows: i. Briefing on Sustainability, RSPO, MSPO and safety and health policy dated 8/8/2018	
Principle 5: Environmental responsibility and conservation of natural resources and biodiversity		
Criterion 5.1: Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.		

<p>5.1.1</p>	<p>An environmental impact assessment (EIA) shall be documented. - Major compliance -</p>	<p>Mill and estates visited has conducted environmental impact assessment for all the operation. Activity with significant impact to the environment has been identified and the environmental management plan was established. The assessment and management plan was reviewed on annually basis.</p> <p><u>Mill</u> Mill management has conducted environmental impact assessment and documented Identification of Environmental Aspect and Evaluation of Significant Form, FPI/L4/QOSHE-1.7 Pind 0. The assessment covers all operation base on the workstation such as main entrance, weighbridge, FFB grading, loading ramp, continuous steriliser, threshing and press, EFB conveyor, kernel plant, oil room, CPO storage tank, boiler and Effluent Treatment Plant. The review was conducted at minimum of 1 year basis. The latest review was conducted 1/11/2018 by operation supervisor and asst. mill manager. The result of the review was discussed in the Management Review Meeting.</p> <p><u>Lepar Hilir 6 Estate</u> The estate has conducted environmental impact assessment and documented Identification of Environmental Aspect and Evaluation of Significant Form, ref for 5.1/5.6. The assessment covers all main and support operation. The latest review was conducted on 17/7/2018.</p> <p><u>Lepar Hilir 8 Estate</u> The estate has conducted environmental impact assessment and documented Identification of Environmental Aspect and Evaluation of Significant Form, ref for 5.1/5.6. The assessment covers all main and support operation. The latest review was conducted on 8/10/2018. Activity with significant impact to the environment has</p>	<p>Complied</p>
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Criterion / Indicator	Assessment Findings	Compliance
	<p>been identified in summary score for environmental impact from waste in 'Laporan Aspek Impek alam sekitar melalui aktiviti perladangan, bahan buangan dan pencemaran'. Refer document no RSPO 2018(Kriteria 5.1/5.3/5.6).</p> <p><u>Lepar Hilir 5 Estate</u> The estate has conducted environmental impact assessment and documented Identification of Environmental Aspect and Evaluation of Significant Form, ref for 5.1/5.6. The assessment covers all main and support operation. Activity with significant impact to the environment has been identified in summary score for environmental impact from waste in 'Laporan Aspek Impek alam sekitar melalui aktiviti perladangan, bahan buangan dan pencemaran'. Refer document no RSPO 2018(Kriteria 5.1/5.3/5.6). The latest review was conducted on 11/4/2018. Additional activity for construction of new building and oil palm nursery has been included in the latest assessment.</p>	

<p>5.1.2</p>	<p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons. - Minor compliance -</p>	<p><u>Lepar Hilir POM</u> Mill has identified activity with significant impact to the environmental and documented in Significant Environmental Aspect and Impact Registrar Form, refer FPI/L4/QOSHE-1.8 Pind. 0. 22 aspect has been identified in the registrar. Asst. Manager has been appointed as the responsible person to monitor the implementation of the management plan. During site visit, it was noted at the monsoon drain no. 1, evidence of decanter cake in the monsoon drain after the oil trap. Stated in the environmental management plan, impact mitigation plan for monsoon drain was to ensure oil/sludge trap to functional at oil time. Evidence of decanter cake shows the oil/sludge trap is not functional and the environmental management plan is not effectively implemented. Thus, NC were raised. Refer NC no. 1724034-201810-N2</p> <p><u>Lepar Hilir 6 Estate</u> The estate has established environmental management plan and documented in 'Laporan Aspek Impek alam sekitar melalui aktiviti perladangan, bahan buangan dan pencemaran'. Refer document no RSPO 2018(Kriteria 5.1/5.3/5.6). Review was conducted on 25/3/2018. The report include the pollution source, mitigation plan, person responsible and monitoring period.</p> <p><u>Lepar Hilir 8 Estate</u> The estate has established environmental management plan and documented in 'Laporan Aspek Impek alam sekitar melalui aktiviti perladangan, bahan buangan dan pencemaran'. Refer document no RSPO 2018(Kriteria 5.1/5.3/5.6). Review was conducted on 20/11/2018. The report include the pollution source, mitigation plan, person responsible and monitoring period. Sighted the implementation of the management plan as follows:</p>	<p>Minor nonconformance</p>
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Criterion / Indicator		Assessment Findings	Compliance
		<p>i. The estate has established monitoring records for empty pesticides containers documented in 'Rekod Penerimaan & Pengeluaran Tong Racun 2018'. All empty pesticides containers has been triple rinse and stored at designated area.</p> <p><u>Lepar Hilir 5 Estate</u> The estate has established environmental management plan and documented in 'Laporan Aspek Impek alam sekitar melalui aktiviti perladangan, bahan buangan dan pencemaran'. Refer document no RSPO 2018(Kriteria 5.1/5.3/5.6). Review was conducted on 11/4/2018. The report include the pollution source, mitigation plan, person responsible and monitoring period.</p>	
5.1.3	<p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>Mill and estates visited has conducted environmental impact assessment for all the operation. Activity with significant impact to the environment has been identified and the environmental management plan was established. The assessment and management plan was reviewed on annually basis.</p>	Complied
<p>Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and and operations managed to best ensure that they are maintained and/or enhanced.</p>			

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). - Major compliance -	<p><u>Lepar Hilir Palm Oil Mill</u></p> <p>Latest HCV assessment has been conducted by the Plantations Sustainability Department, FGVHB. From the report, it was noted that no significant HCV were identified at the mill area. Refer 'Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti' dated 15/11/2018.</p> <p><u>Lepar Hilir 6 Estate</u></p> <p>HCV assessment has been conducted by the Plantations Sustainability Department, FGVHB on 14/12/2016 and the report has been updated on 1/12/2018. It was noted from the report, no significant HCV has been identified within the Lepar Hilir 6 area.</p>	Complied
5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan. - Major compliance -	<p>No HCV identified during the assessment as per report. For RTE, regular patrols within the operating unit estates were carried out and findings recorded by the respective estate executives to monitor the conservation/buffer zone areas. Mechanism for reporting the sightings of various types of wildlife, were found to have been in place. Monitoring and control of any illegal hunting, fishing or collecting activities was also implemented. Signages that prohibit hunting, fishing and water polluting activities were verified on-site at the estates visited.</p>	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
5.2.3	<p>There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> <p>- Minor compliance -</p>	<p><u>Lepar Hilir 6, 8 & 5 Estate.</u></p> <p>The estates visited has programmed training to enhance workers awareness regarding HCV and RTE species. The signboard on prohibition of hunting in the estates area has been erected.</p> <p>During interview with workers at estates visited it was noted that awareness level is low. The evidence shows the policy regarding awareness regarding HCV and RTE species is not effectively communicated.</p> <p>Thus, NC were raised. Refer NC no. 1724034-201810-N3</p>	Minor nonconformance
5.2.4	<p>Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>- Minor compliance -</p>	<p>No HCV identified during the assessment as per report. However, the estate has established Biodiversity Management Plan FGV Lepar Hilir 6 2018 -2023. In the management plan, stated the hotspot area, person responsible and the mitigation plan. The hotspot identified riparian buffer zone of Sg. Sema that flow through the estate.</p>	Complied
5.2.5	<p>Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> <p>- Minor compliance -</p>	<p>No HCV identified during the assessment as per report</p>	Complied
<p>Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>			

<p>5.3.1</p>	<p>All waste products and sources of pollution shall be identified and documented. - Major compliance -</p>	<p><u>Lepar Hilir Palm Oil Mill</u> The mill has identified identified waste products and sources of pollution and documented in Waste Management Plan. The waste identified as follows: i. Scheduled waste – Used lubricants, used batteries ii. Domestic waste – Rubbish iii. Recycled waste – POME, EFB, Compost, Re-use empty container</p> <p><u>Lepar Hilir 6 Estate</u> Estates has identified identified waste products and sources of pollution and documented in Waste Management Plan. The waste identified as follows:</p> <p>Estate Operation i. Empty fertilizer bag ii. Used tyres iii. Scrap iron, woods iv. PPE and used tools</p> <p>Office and house operation i. Paper, plastic, Glass, used rags and aluminum ii. Domestic waste</p> <p><u>Lepar Hilir 8 Estate</u> The estate has identified waste products and sources of pollution and documented in Waste Management Plan. The waste identified as follows: i. Scheduled waste – Used PPE, Empty Chemical container, used lubricant, ii. Non-Scheduled waste – fertilizer bag, domestic waste iii. Mill waste – EFB, POME</p>	<p>Complied</p>
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Criterion / Indicator	Assessment Findings	Compliance
	<p><u>Lepar Hilir 5 Estate</u> The estate has identified waste products and sources of pollution and documented in Waste Management Plan. The waste identified as follows:</p> <p>Estate Operation</p> <ul style="list-style-type: none"> i. Empty Fertilizer Bag ii. Used Tyre iii. Scrap iron, woods iv. PPE and used tools <p>Office and house operation</p> <ul style="list-style-type: none"> i. Paper, plastic, Glass, used rags and aluminum ii. Domestic waste 	

Criterion / Indicator	Assessment Findings	Compliance
<p>5.3.2</p> <p>All chemicals and their containers shall be disposed of responsibly. - Major compliance -</p>	<p><u>Lepar Hilir 6 Estate</u> Estate has kept the empty container in designated storage. All empty container has been triple rinsed before storage and categorized as non-scheduled waste/recycled waste. Sighted the triple rinsed record from April - November 2018. Noted the disposal records of empty pesticides container. Empty pesticides container were disposed by Urban Environmental Industries Sdn. Bhd, license no 003229. For used lubricants and hydraulic oil, the scheduled waste were disposed by the contractors, Sime Darby Industrial through Pentas Flora Sdn. Bhd. Sime Darby Industrial has been approved to handle the Scheduled Waste by DOE as per letter 'Kebenaran Bawa Balik Sisa Buangan Terjadual dari Tempat Servis Luar Tapak', ref no AS(BB)91/110/619/161 dated 6/9/2011.</p> <p><u>Lepar Hilir 8 Estate</u> The estate has established monitoring records for empty pesticides containers documented in 'Rekod Penerimaan & Pengeluaran Tong Racun 2018'. All empty pesticides containers has been triple rinse and stored at designated area.</p> <p><u>Lepar Hilir 5 Estate</u> The estate has established monitoring records for empty pesticides containers documented in 'Rekod Penerimaan & Pengeluaran Tong Racun 2018'. All empty pesticides containers has been triple rinse and stored at designated area. Sighted the inventory records for the month of Jun – December 2018 and disposal records to recycler as follows: i. Receipt Voucher issued dated 16/11/2018. Ref no. CLR027418110011</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance
<p>5.3.3</p> <p>A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -</p>	<p>Mill and estates visited has established waste management plan base on identification of products and sources of pollution.</p> <p><u>Lepar Hilir POM</u> During site visit at the Scrap Iron area, sighted empty grease and lubricant container, recycle waste such as plastic bottle and domestic waste. This evidence shows the management plan is not effectively communicated and implemented.</p> <p><u>Lepar Hilir 6 Estate</u> Noted during documentation review, the monitoring of scheduled waste is not effectively implemented. The estate generated SW 408, used PPE since April 2018 and has not been disposed until the day of audit. In the waste management plan stated the Scheduled waste should be monitored and disposed through the licensed contractors. This evidence shows the management plan is not effectively implemented.</p> <p><u>Lepar Hilir 5 Estate</u> Noted during document review, the estate has generated SW 408, used PPE since march 2018. The management disposed the SW 408 generated through non-licensed contractors. In the waste management plan stated the Scheduled waste should be monitored and disposed through the licensed contractors. This evidence shows the management plan is not effectively implemented.</p> <p>Thus, minor NC were raised. Refer NC no. 1724034-201810-N4</p>	<p>Minor nonconformance</p>
<p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>		

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
5.4.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -	The mill has established plan to improve the efficiency of the use of fossil fuel and documented in mill environmental objective and monitored on monthly basis. Sighted the targeted diesel usage at RM 1.31L per ton FFB processed. Monitoring records as at October 2018 recorded at RM 1.35L per ton FFB processed.	Complied
Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.			
5.5.1	There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	The Group policy of 'Zero open burning' is enforced since July 2011. The operating units had adhered the policy of 'Zero open burning' for any replanting, if any, at the estates. Field inspections made at Lepar Hilir 5 and Lepar Hilir 8 estates showed no evidence of open burning.	Complied
5.5.2	Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Minor compliance -	The operating units have adhered to the 'zero burning' policy for replanting at the estates. During the audit, there were replanting activities carried out in the Lepar Hilir, they using system chipping and buried the old trunk as per SOP FGV. There was no evidence of any burning of domestic waste at the housing line sites and at the domestic landfills of the estates during on site field assessment.	Complied
Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.			

Criterion / Indicator		Assessment Findings	Compliance
5.6.1	An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). - Major compliance -	Various monitoring has been conducted including the effluent analysis, stack monitoring and river water monitoring. At Mill, monitoring of mill gas emissions is being done online using the Continuous Emissions Monitoring System (CEMS) and supported by the Ringelman Smoke Chart Sighted the stack monitoring records for 2018 as follows: i. 1 st Half 2018: Date conducted on 14/3/2018, Ref no: STK/LHILIR/18/001. Results conform to permissible limit of 124.50 mg/Nm3 stipulated under the Environmental Quality (Clean Air) Regulations, 1978. ii. 2 nd Half 2018: Date conducted on 3/9/2018, Ref no: STK/LHILIR/18/002. Results conform to permissible limit of 149.80 mg/Nm3 stipulated under the Environmental Quality (Clean Air) Regulations, 1978.	Complied
5.6.2	Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance	Significant pollutants and greenhouse gas (GHG) emissions were identified includes methane from effluent, smoke and fertilizer usage have been adequately documented. The management plan has been established and documented in the Environmental Impact Assessment and Action plan under section Environmental Pollution and Greenhouse Gases Management Plan.	Complied
5.6.3	A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. - Minor compliance -	Tools and systems used to monitor significant pollutants includes the DOE CEMS monitoring system for air emissions, water quality at discharge points as per DOE regulations. Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 3.0.1 is used and the management opted for full version was applied. These GHG calculations were done as per certification unit basics including 5 estate and mill. Summary emissions: i. Emission/ mt CPO= 1.12 tCO2 e/mt CPO ii. Emission/ mt PK= 1.12 tCO2 e/mt PK	Complied

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers.</p>			
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>			
<p>6.1.1</p>	<p>A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -</p>	<p>SIA documented as following: - <i>Mill: Laporan Penilaian Impak Sosial KS Lepar Hilir; Doc. Type: RSPO 2016 (Kriteria 6.1); Projek: KS Lepar Hilir; Doc. # 1/2017; Date: 1/9/2017</i> - <i>Lepar Hilir 6: Laporan Penilaian Impak Sosial FGVPM Lepar Hilir 6; Doc. Type: RSPO 2016 (Kriteria 6.1); Projek: FGVPM Lepar Hilir 6; Doc. # 1/2017; Date: 1/9/2017</i> <i>Lepar Hilir 5: Laporan Penilaian Impak Sosial FGVPM Lepar Hilir 5; Doc. Type: RSPO 2016 (Kriteria 6.1); Projek: FGVPM Lepar Hilir 5; Doc. # 1/2017; Date: 1/9/2017</i></p>	<p>Complied</p>
<p>6.1.2</p>	<p>There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -</p>	<p>Prior to the SIA continuous assessment, sighted that there was a <i>Majlis Perjumpaan Bersama Pihak Yang Berkepentingan (Stakeholders) Anjuran Jawatankuasa Kerja Minyak Sawit Lestari Kompleks Wilayah Kuantan; Dewan JKRR Felda Lepar Hilir 2/3. Kuantan; Date: 24/8/2017</i></p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance
6.1.3	<p>Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.</p> <p>- Major compliance -</p> <p>Based on the assessment, a summary of action plans category period for all identified significant impacts was established as following:</p> <ul style="list-style-type: none"> - <i>Laporan SIA: Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi Impak Negatif Sosial di KS Lepar Hilir</i> - <i>Laporan SIA: Jadual 5.2.2 Pelan Pengurusan (Management Plan) bagi Impak Positif Sosial di KS Lepar Hilir</i> - <i>Jadual Masa Pelan: Segera (Sep 2017 – Dec 2017); Sederhana (Jan 2018 – Jun 2018); Jangka Panjang (Jul 2018 – Jun 2020)</i> <p>However, action plans for avoidance or mitigation of impacts related to absconded workers issues were not adequate. This was based on the records of foreign workers particulars list at FGV Lepar Hilir 5 & 6 Estates, it was found that there are at least 5 foreign workers were absconded from each FGV Lepar Hilir 5 & 6 Estates in year 2018. Hence, a Major NC has been raised.</p>	Major nonconformance

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

<p>6.1.4</p>	<p>The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. - Minor compliance -</p>	<p>Last reviewed done on Sep 2017 – to be review on Sep 2019 as per 2 years review plan.</p> <p>Lepar Hilir Based on the records of SIA Report <i>Laporan Penilaian Impak Sosial FGVPM Lepar Hilir 6</i>; Doc. Type: RSPO 2016 (Kriteria 6.1); Project: FGVPM Lepar Hilir 6; Doc. # 1/2017; Date: 1/9/2017 and Management Plan Jadual 5.2.1 Pelan Pengurusan bagi Impak Negatif Sosial do FGVPM Lepar Hilir 6 & Jadual 5.2.2 Pelan Pengurusan bagi Impak Positif Sosial di FGVPM Lepar Hilir 6, there's no any identification of the absconded cases among foreign workers that has become an issue to FGVPM Lepar Hilir 6 based on the records of following:</p> <ul style="list-style-type: none"> - Labour Statement – Permit; 0275 – Lepar Hilir 06; Ref. # Sheet 9(B); Date: 19/12/2018; Year/Period: 2018/12; Citizenship: Bangladesh <p>Shown a total of 6 workers were absconded on 8/12/2018:</p> <ul style="list-style-type: none"> - Worker name: Dulal Hossain; Worker ID: FW02751187; Passport # BM0778914; Arrival date: 4/4/2018 - Worker name: Md Ataur Rahman; Worker ID: FW02751254; Passport # BQ0977351; Arrival date: 2/5/2018 - Worker name: Md Monoyar Hossain; Worker ID: FW02751149; Passport # BP0890434; Arrival date: 31/10/2017 - Worker name: Md Sofikul Islam; Worker ID: FW02751224; Passport # BR0506167; Arrival date: 22/4/2018 - Worker name: Mohammad Al Amin Mia; Worker ID: FW02751250; Passport # BR0226131; Arrival date: 28/4/2018 - Worker name: Omar Faruk Miah; Worker ID: FW02751229; Passport # BP0087048; Arrival date: 22/4/2018 <p><u>Lepar Hilir 8 Estate:</u></p>	<p>Complied</p>
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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - <i>SIA report: Laporan Penilaian Impak Sosial FGVPM Lepar Hilir 08; Doc. Type: RSPO 2016 (Kriteria 6.1); Projek FGVPM Lepar Hilir 08; Doc. # 1/2017; Date: 25/8/2017</i> <p><i>Pelan Tindakan SIA 2018: Potensi pekerja TKI dan TKB untuk lari daripada premis ladang dan bekerja dengan syarikat lain tanpa dokumen pengenalan diri yang sah akibat dari pujukan dan janji manis kawan2 yang sudah lama bekerja di Malaysia ataupun tawaran syarikat lain yang agak tinggi dan perlu diambil langkah pencegahan</i></p>	
6.1.5	Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -	Attention included as per <i>Laporan SIA: Jadual 5.2.1 Pelan Pengurusan (Management Plan) bagi Impak Negatif Sosial di KS Lepar Hilir – Ladang Felda Technoplant tidak mendapat KPA yang sepatutnya KPA kini adalah rendah iaitu 19.76 – action:</i> <ul style="list-style-type: none"> - <i>Segera: Surat permohonan kepada Jabatan Belian BTS</i> - <i>Sederhana: KPA dari Laporan FSA 2017</i> - <i>Jangka panjang: Memantau secara berkala</i> - <i>Monitoring: Memantau serta melaksanakan penggredan seperti manual MPOB 2017</i> 	Not applicable
Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.			
6.2.1	Consultation and communication procedures shall be documented. - Major compliance -	Procedures documented as following: <ul style="list-style-type: none"> - <i>Manual Lestari 1A – 3.5 Prosedur Menangani Aduan dan Rungutan; Jenis dokumen: Prosedur; No. dokumen: ML-1A/L2-PR4(0); Date issued: Mac 2012</i> - <i>Manual Lestari 1A – 3.4 Prosedur Komunikasi Penglibatan dan Rundingan; Jenis dokumen: Prosedur; No. dokumen: ML-1A/L2-PR3(0); Date issued: Mac 2012</i> 	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.2.2	A management official responsible for these issues shall be nominated. - Minor compliance -	Assistant Manager of the mill and estates have been appointed as person responsible for communication and social issue. Seen the appointment letter dated 2/1/2017 (LHPOM), 20/2/2017 (LH6E), and 2/1/2017 (LH5E) which issued by the respective Managers.	Complied
6.2.3	A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. - Minor compliance -	Stakeholder list was available in the estates' level for internal and External stakeholder list was under Region office.	Complied
Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all effected parties.			
6.3.1	The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested. - Major compliance -	FGV has established " <i>Menangani Aduan dan Rungutan</i> " procedure with Doc. No. ML-1A/L2-Pr13(0) dated 1/6/2016. Scope of the procedure covered all the complaints related to Project issues, damage or broken of housing, settlers issue under FELDA, social welfare of workers and etc.	Complied
6.3.2	Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance –	Lepar Hilir POM and supply bases have implemented Complaint Book where all the complaints from the stakeholders were recorded as per following samples: - Permohonan Kelulusan Visa Senggaraan Bulan: April 2018; Bil.: VISA LH04/2018; Date: 27/3/2018 - Buku aduan Kerosakan Perumahan Kilang Sawit Lepar Hilir Bagi Tahun 2018 – latest aduan dated 17/11/2018 – resolve on 21/11/2018	Complied
Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			

Criterion / Indicator	Assessment Findings	Compliance	
6.4.1	<p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> <p>- Major compliance -</p>	<p>Procedure established as following:</p> <ul style="list-style-type: none"> - <i>Manual Lestari 1A – Prosedur Mengenalpasti Hak Perundangan dan Adat; Jenis Dokumen: Prosedur; Doc. # ML-1A/L2-PR12(0); Date issued: Mac 2012</i> - <i>Manual Lestari 1A – Prosedur Pengenalpastian dan Penyelesaian Pertikaian Tanah; Rev. # 0; Jenis Dokumen: Prosedur; Doc. # ML-1A/L2-PR10(0); Effective Date: 1/6/2016</i> 	Complied
6.4.2	<p>A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups’ proof of legal versus communal ownership of land.</p> <p>- Minor compliance -</p>	As per the procedure stated in criteria 6.4.1.	Complied
6.4.3	<p>The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> <p>- Major compliance -</p>	<p>No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighbouring stakeholders.</p>	Complied
<p>Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>			

<p>6.5.1</p>	<p>Documentation of pay and conditions shall be available. - Major compliance -</p>	<p>Based on the following:</p> <ul style="list-style-type: none"> - Letter of "Potongan Upah di Bawah Seksyen 24 Akta Kerja 1955"; Ref. # (22) dlm BHG. PU/9/129 Jld 23; Date: 26/4/2016 - Salary Deduction Policy # FGV/GHR/POL/019; Rev. 1.0; Effective date: 1/1/2016 - Perjanjian Bersama Antara Felda Palm Industries Sdn. Bhd. Dengan Kesatuan Pekerja-pekerja Felda Palm Industries Sdn. Bhd. Semenanjung; 1/1/2016 – 31/12/2018; COG # 016/2016 - Perjanjian Bersama Antara Felda Global Ventures Plantations (M) Sdn. Bhd. Dengan Kesatuan Pekerja-pekerja Felda Global Ventures (M) Sdn. Bhd. Semenanjung; 1/1/2016 – 31/12/2018; COG # 045/2016 <p>Sample mill workers payslip and work agreements:</p> <ul style="list-style-type: none"> - Employee ID: 1202849; Date join: 1/11/1990; Post: Mechanical Fitter; Nationality: Malaysia - Employee ID: 1207549; Date join: 21/7/2007; Post: FFB Grader; Nationality: Malaysia - Employee ID: 1206551; Date join: 18/2/2001; Post: General Clerk; Nationality: Malaysia - Employee ID: 1210426; Date join: 1/8/2013; Post: Fireman; Nationality: Malaysia - <p>Sample Lepar Hilir 6 Estate workers payslip and work agreements:</p> <ul style="list-style-type: none"> - Employee ID: FW02751095; Date join: 30/8/2017; Post: Harvester; Nationality: Indonesia - Employee ID: FW02751324; Date join: 28/4/2018; Post: General Worker; Nationality: Indonesia - Employee ID: FW02751350; Date join: 26/11/2018; Post: General Worker; Nationality: Indonesia * Work permit submission not yet done due date 13/12/2018 (3 weeks after employed patriates) 	<p>Complied</p>
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		<ul style="list-style-type: none"> - Employee ID: FW02751102; Date join: 8/10/2017; Post: Harvester; Nationality: Bangladesh - Employee ID: FW02751250 Date join: 28/4/2018; Post: Sprayer; Nationality: Bangladesh <p>Sample Lepar Hilir 6 Estate workers payslip and work agreements:</p> <ul style="list-style-type: none"> - Employee ID: LW06130069; Date join: 13/2/2013; Post: Driver; Nationality: Malaysia - Employee ID: FW06131095; Date join: 22/8/2018; Post: General Worker; Nationality: Indonesia - Employee ID: FW06131110; Date join: 14/10/2017; Post: General Worker; Nationality: Bangladesh - Employee ID: FW06131331; Date join: 2/6/2018; Post: General Worker; Nationality: Bangladesh - Employee ID: FW06131259; Date join: 23/2/2018; Post: General Worker; Nationality: Bangladesh - Employee ID: FW06131115; Date join: 14/10/2017; Post: General Worker; Nationality: Bangladesh - <p>Sample Lepar Hilir 6 Estate workers payslip and work agreements:</p> <ul style="list-style-type: none"> - Employee ID: FW02741293; Date join: 29/4/2013; Post: General Worker; Nationality: Bangladesh - Employee ID: FW02741329; Date join: 23/5/2018; Post: General Worker; Nationality: Bangladesh - Employee ID: FW02741330; Date join: 23/5/2018; Post: General Worker; Nationality: Bangladesh - Employee ID: FW02741173; Date join: 10/11/2017; Post: Harvester; Nationality: Indonesia - Employee ID: FW02741122; Date join: 19/11/2016; Post: Sprayer; Nationality: Indonesia - Employee ID: FW02741255; Date join: 16/4/2018; Post: Harvester; Nationality: Indonesia 	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> - Employee ID: FW02740128; Date join: 22/6/2018; Post: Nursery; Nationality: Myanmar 	
<p>6.5.2</p> <p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>- Major compliance -</p>	<p>Mill workers pay conditions as per Perjanjian Bersama Antara Felda Palm Industries Sdn. Bhd. Dengan Kesatuan Pekerja-Pekerja Felda Palm Industries Sdn. Bhd. Semenanjung 01 Januari 2016 hingga 31 Disember 2018; COG. No.: 016/2016.</p> <p>Estate workers' pay conditions as per <i>Panduan Kadar Upah Kerja Pekerja Pentadbiran Dan Operasi Ladang Semenanjung Malaysia (KUK Bil. 05 Mulai 01hb Januari 2017)</i> FGVPMBS</p> <p><i>Pindaan Polisi:</i> <i>Polisi Kerja Lebih Masa; FGV/GHR/POL/006</i></p>	<p>Complied</p>
<p>6.5.3</p> <p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>- Minor compliance –</p>	<p>All the employees in the mill were covered with AIA medical card where they are allowed to visit any panel clinic without paying. Water and electricity was supplied by government and the employees required to settle the bill accordingly. School was available nearby the housing area in Lepar Hilir Complex. Workers resided in company's houses were obliged with the following requirement:</p> <ul style="list-style-type: none"> - <i>Syarat Dan Peraturan Menduduki Kuarters FPISB; No. 5 Tidak memelihara sebarang ternakan di sekitar perumahan melainkan di tempat yang dibenarkan oleh FPISB; No. 6 Tidak membuat sebarang pindaan atau pembesaran terhadap rumah tanpa kebenaran FPISB; No. 7 Tidak membuat sebarang bangunan seperti garaj, reban ayam, stor dan lain-lain tanpa kebenaran FPISB; No. 8 Tidak membuat pengubahan atau penambahan pendawaian elektrik tanpa kebenaran FPISB</i> <p>Housing area was maintained and monitored by appointed person in-charge as per following:</p> <ul style="list-style-type: none"> - <i>Letter of "Perlantikan Sebagai Pegawai Pemeriksaan Perumahan KS Lepar Hilir; Ref. # (05) 4045/840/rspo; Date: 15/11/2018; Khosaimi bin Abu Bakar (Pekerja Am)</i> 	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
6.5.4	Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food. - Minor compliance –	The mill and estates' workers are able to access to adequate, sufficient and affordable foods and goods as the housing area was located inside the Lepar Hilir Complex and estates' compound where there are few sundry shops and food shops available in the area.	Complied
Criterion 6.6: The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.6.1	A published statement in local languages recognising freedom of association shall be available. - Major compliance -	FGV Holdings has developed Freedom to Voice and Freedom of Association Policy with Doc. No. ML-1A/L1-Po11(0) dated 1/6/2014. This was communicated to all employees during daily muster assembly and meetings as recorded in the muster briefing records.	Complied

RSP0 Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
6.6.2	Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -	<ul style="list-style-type: none"> - Mill: Documented as the <i>Kesatuan Pekerja-pekerja Felda Palm Industries Sdn. Bhd.; No. Pendaftaran: 505; Mesyuarat Agong Tiga Tahunan Peringkat Cawangan Lepar Hilir Kali Ke-7 Sesi 2016-2019; Date: 1/6/2016; Venue Dewan Hiliran Utama KS Lepar Hilir</i>, Previous meeting: 21/6/2013 - Lepar Hilir 6: Documented as <i>Minit Mesyuarat Kebajikan Pekerja TKA Ladang FGV Lepar Hilir 06; Bil.: 4/2018 (DEC); Date: 13/12/2018</i>. Meeting chaired by Estate Manager and attended by Welfare Committee and Representatives of all workers including foreign workers from Indonesia, India and Bangladesh - Lepar Hilir 8: Documented as <i>Minit Mesyuarat Kebajikan Pekerja TKA Ladang FGV Lepar Hilir 08; Bil.: 1/2018; Date: 20/5/2018</i>. Meeting chaired by Estate Manager and attended by Welfare Committee and Representatives of all workers including foreign workers from Indonesia, India and Bangladesh - Lepar Hilir 5: Documented as <i>Mesyuarat Kebajikan Pekerja FGV Lepar Hilir 05; Bil.: 1/2018; Date: 6/6/2018</i>. Meeting chaired by Estate Manager and attended by Welfare Committee and Representatives of all workers including foreign workers from Malaysia, Indonesia, Bangladesh and Myanmar 	Complied
Criterion 6.7: Children are not employed or exploited.			

Criterion / Indicator		Assessment Findings	Compliance
6.7.1	There shall be documentary evidence that minimum age requirements are met. - Major compliance -	FGV Holdings has developed Child Labour Policy with Doc. No. ML-1A/L1-Po5(0) dated 1/6/2014 where the company will not recruit any individual who less than 18 years old to work in plantations. Besides, "Mengelak Penggajian Buruh Kanak-kanak" procedure with Doc. No. ML-1A/L2-Pr18(0) dated 1/6/2016 was developed to ensure no child labour was recruited. Document reviewed on the list of workers confirmed that all the employees were above 18 years old. Interviews with sampled employees confirmed no underage was employed within Lepar Hilir complex.	Complied
Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.			
6.8.1	A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance -	Felda Global Ventures has established Equal Opportunity Policy with Doc. No. ML-1A/L1-Po2(0) dated 1/6/2014. The company was committed to ensure all the employees were treated equally. This policy was displayed publicly in strategic locations within all operating units and communicated directly to employees as well through general assembly and relevant meetings.	Complied
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -	Through document reviewed on the list of employees found that the composition of workers are local, foreign workers and contract workers, male and female workers. No discrimination was sighted based on interview with the workers. The management treated all the workers fairly and equally without discrimination. All the workers were provided with housing and medical facilities.	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.8.3	It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -	FGV Holdings has developed Recruitment of Foreign Workers Policy with Doc. No. ML-1A/L1-Po8(0) dated 1/6/2014 where the company will comply with the Minimum Wage Order and will not discriminate on the selection of workers. Besides, the company has generated procedure on "Kemasukan Pekerja Asing Ke Ladang" with Doc. No. ML-1A/L5-AP10(0) and "Penempatan Pekerja Asing" with Doc. No. ML-1A/L5-AP11(0) dated 1/6/2016. Process of recruitment was based on medical fitness, qualities, capabilities and etc. In addition, a procedure titled "Manual Pengurusan Tenaga Kerja Ladang Felda Global Ventures Holding" with Doc. No. FGV/JTK/POL/001 dated 1/3/2017 was developed to explain the process of recruitment of foreign workers based on the medical fitness, physical capabilities and etc.	Complied
Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.			
6.9.1	Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -	FGV Holdings has developed Sexual Harassment, Violence and Reproductive Rights Policy with Doc. No. ML-1A/L1-Po10(0) dated 1/6/2014. The company is committed to protect the rights of women on the reproductive and family planning. Discrimination is not allowed in the company. Briefing of the policy was conducted on 2/9/2017 at the mill. Besides, the policy was publicly displayed at the office area.	Complied

Criterion / Indicator	Assessment Findings	Compliance
6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. - Major compliance -	<p>FGV Holdings has developed Sexual Harassment, Violence and Reproductive Rights Policy with Doc. No. ML-1A/L1-Po10(0) dated 1/6/2014. The company is committed to protect the rights of women on the reproductive and family planning. Discrimination is not allowed in the company. The women employees were given rights to breast-feeding to their babies. Appointments, briefings and meetings related to the policy were conducted as following:</p> <ul style="list-style-type: none"> - <i>Perlantikan Setiausaha Gender Committee (Jawatankuasa Wanita) KKD Lepar Hilir; Norhayati binti Ismail (Setiausaha) Bil.: (02) 4045/LH/840/KKD; Date: 15/11/2018</i> - <i>Mill: Minit Mesyuarat Jawatankuasa Gender (Gender Committee) / KKD KS Lepar Hilir; Bil.: 01/2018; Date: 1/11/2018</i> - <i>LH6: Minit Mesyuarat Jawatankuasa Gender (Gender Committee) FGVPM Wilayah Kuantan; Bil.: 01/2017; Date: 22/8/2017</i> - <i>LH8: Minit Mesyuarat Perlantikan KKD Dan Jawatankuasa Wanita (Gender Committee) Peringkat Ladang Lepar Hilir 08; Bil.: 01/2018; Date: 20/3/2018</i> - <i>LH5: Minit Mesyuarat Majlis Anugerah Cemerlang Gabungan (Gender Committee) Lepar Hilir 5 & 6; Date: 12/11/2018</i> 	Complied
6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce. - Minor compliance -	<p>As per <i>Carta Alir Proses Aduan; Talian Nur (Kementerian Pembangunan Wanita, Keluarga & Masyarakat)</i> and the procedure as following: <i>Manual Lestari 1A; 3.11 Prosedur Menangani Aduan Melalui Jawatankuasa Wanita; Doc. type: Procedure; Doc. # ML-1A/L2-PR10(1); Date revised: 22/5/2015</i></p>	Complied
<p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>		
6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available. - Minor compliance -	Current and past prices paid for Fresh Fruit Bunches (FFB) has been displayed at the mill weighbridge counter. Pricing was according to the MPOB pricing.	Complied

RSPO Public Summary Report
Revision 7 (Aug /2018)

Criterion / Indicator		Assessment Findings	Compliance
6.10.2	Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). - Major compliance -	Evidence of periodical explanations/meetings available via Meeting as per evidence of following: - <i>Minit Mesyuarat Jawatankuasa Kemajuan Rancangan (JKKR) Felra Lepar Hilir 01; Bil.: 10/2018; Date: 29/10/2018; Venue: Dewan Mesyuarat JKKR Felra Lepar Hilir 01</i> - <i>Felda Technoplant Sdn. Bhd.; Dewan Mesyuarat JKKR Felra Lepar Hilir 1; Bil.: 09/2018; Date: 20/9/2018</i> - <i>Lepar Hilir 8: Mesyuarat JCC; Bil.: 2/2018; Date: 25/7/2018. Meeting chaired by Manager of Felra Lepar Hilir 01 (Settlers Management) and attended by Head of Settlers (Smallholders) as representatives of FFB suppliers</i>	Complied
6.10.3	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. - Minor compliance -	Contract agreements for contract work available as per following samples: <i>Sijil Siap Kerja (Borang T 1.3-C); Date: 31/10/2018; GR # 5004861925; Contract # 3301260152; Vendor: ADF Unggul Enterprise</i>	Complied
6.10.4	Agreed payments shall be made in a timely manner. - Minor compliance -	Sample payments of external FFB purchased: Payment voucher # 352027579; Date: 5/12/2018; Contract ref. # 40451808782; Supplier: Kim Ma Oil Palm Sdn. Bhd.	Complied
Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.			
6.11.1	Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance –	Contributions to local development that are based on the results of consultation with local communities were demonstrated as following: - <i>Mohon Sumbangan Pengangkutan Bagi Program Motivasi dan Smart Learning 2018 by SK (Felra) Lepar Hilir 03; dated: 8/3/2018.</i> - <i>Mohon Mendapatkan Pengangkutan (Van) Bagi Menyertai Perlawanan Bola Sepak "Champions School" 2018 by SK (Felra) Lepar Hilir 03; dated: 10/3/2018.</i> - <i>Majlis Sumbangan Ramadhan; Date: 5/6/2018</i>	Complied

Criterion / Indicator		Assessment Findings	Compliance
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	No scheme smallholders involved in the certification unit.	Not applicable
Criterion 6.12: No forms of forced or trafficked labour are used.			
6.12.1	There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -	The company has recruited all the employees with legal identification for local and valid passport and work permit for foreign workers and contractors’ workers. Contract of employment was signed by the workers prior to work.	Complied
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	Consultation with foreign workers confirmed that no contract substitution has occurred. Besides, FGV has also developed a policy where they are committed with no practice of substitution of contract as per sample for contractor’s workers as following: Syarikat Hasdori Jaya (FFB Transporter): - Workers ID # 850922-xx-xxx; Date join: 1/6/2018; Nationality: Malaysia - Workers ID # AU238935; Date join: 8/10/2010; Nationality: Indonesia - Workers ID # AS775025; Date join: 1/4/2014; Nationality: Indonesia - Workers ID # AR686546; Date join: 13/6/2014; Nationality: Indonesia	Complied
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	FGV Holdings has developed Recruitment of Foreign Workers Policy with Doc. No. ML-1A/L1-Po8(0) dated 1/6/2014 where the company not discriminate on the selection of workers and no substitution of contract. Besides, orientation program on the language, safety, labour law and cultural practices were included into the policy as sighted in the daily muster briefing records. The company also provide decent living condition and insurance to all the workers.	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 6.13: Growers and millers respect human rights.			
6.13.1	A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -	FGV Holdings has developed Human Rights Policy with Doc. No. ML-1A/L1-Po12(0) dated 1/6/2014. FGV is committed and support human rights. Briefing of the policy was conducted periodically via weekly assembly at mill and daily muster at estate. Policy also been displayed publicly at the office area.	Complied
6.13.2	As long as children of foreign workers in Sabah and Sarawak are ineligible to attend government school, the plantation companies should engage in a process to secure these children access to education as a moral obligation.	Not applicable for the certification unit.	Not applicable
Principle 7: Responsible development of new plantings			
Lepar Hilir Palm Oil Mill Certification Unit and supply base did not carry out any new plantings since November 2005. Therefore, Principle 7 is not applicable during this surveillance assessment. The immature areas are replanted area.			
Principle 8: Commitment to continual improvement in key areas of activity			
Criterion 8.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			

Criterion / Indicator	Assessment Findings	Compliance
<p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); <ul style="list-style-type: none"> • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>FELDA Lepar Hilir operating units have identified and implemented the following Continual Improvement Plans in the mill and estates for the period 2013 to 2015 as required. Continous improvement plan is available in Lepar Hilir 8, example :-</p> <ol style="list-style-type: none"> a) To prepare vehicle from workplace to home like treller passenger b) Electric and water subsidy to workers c) To recycle water for chemical mixing. d) Repair and repainting of workers’ houses/quarters. e) Maintaining of zero accident rate. f) Allocation for educational budget to schools in the vicinity of the operating units as incentives for high achievers 	<p>Complied</p>

Appendix B: Approved Time Bound Plan

TBP 2019

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

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

17		KS CHALOK	KS TERSANG		
18		KS WAHA	KS PONTIAN UNITED PLANTATION		
19		KS SAMPADI	KS TEMENTI		
20		KS MEMPAGA			
21					
TOTAL	16	20	19	11	5
	16	36	55	66	71

RSPO	Certified
	External Audit
	NCs Verification
	Internal Audit
	Preparation for audit

As at 25 February 2019, **27 mills RSPO certified** out of 68 mills.

RSPO Public Summary Report
Revision 7 (Aug /2018)

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL FGV PALM OIL MILLS & SUPPLY BASES									
s/n	Palm Oil Mill	Supply Bases (estates, plantations, associations)							
		Internal			External				
		FFB SUPPLIER	Certification Year	Certification Standard	Status	FFB SUPPLIER	Certification year	Certification Standard	
2017									
1	KS SELANCAR 2B	FGVPM Selancar 06	2017	MYNI 2014	Certified	STEVEN DEVELOPMENT SDN BHD	2020	Group Cert	
		FGVPM Selancar 08	2017	MYNI 2014		BINGAN JAYA SDN BHD	2020	Group Cert	
		FGVPM Selancar 09	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SH TRADING CO SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		TAI HUAT AGRICULTURE	2020	Group Cert	
		n/a	n/a	n/a		SENDANG JUARA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		BKF BERHAD	2020	Group Cert	
		n/a	n/a	n/a		AA SAWIT	2020	Group Cert	
		FGVPM Aring 02	2017	MYNI 2014	Certified	FELDA Aring 1	2020	Group Cert	
		FGVPM Aring 15	2017	MYNI 2014		T & A MACHANG AGRICULTURE SDN BHD	2020	Group Cert	
		FGVPM Aring 03	2017	MYNI 2014		TAI ICHI ENTERPRISE	2020	Group Cert	
		FGVPM Aring 04	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		FGVPM Aring 05	2017	MYNI 2014		SH TRADING CO KLUANG SDN BHD	2020	Group Cert	
2	KS ARING A	FGVPM Aring 06	2017	MYNI 2014	Certified	FAUZI LIM PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 08	2017	MYNI 2014		LIZIZ PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 10	2017	MYNI 2014		EKSTRAPALMA PLANTATION SDN BHD	2020	Group Cert	
		FGVPM Aring 11	2017	MYNI 2014		KUKUH CEMERLANG SDN BHD	2020	Group Cert	
		n/a	n/a	n/a			PADANG MUTIARA SDN BHD	2020	Group Cert
		n/a	n/a	n/a			SEM WAH DEVELOPMENT ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a			FIRST NATIONWIDE KEL SDN BHD	2020	Group Cert
		n/a	n/a	n/a			GEMALAI PLANTATION SDN BHD	2020	Group Cert
n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert			
3	KS SELENDANG	FGVPM Selendang 3	2018	MYNI 2014	Certified	FELDA/FTP Selendang 1&2	2020	Group Cert	
		FGVPM Selendang 4	2018	MYNI 2014		FELDA/FTP Endau	2020	Group Cert	
		FGVPM Selendang 5	2018	MYNI 2014		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert	
		FGVPM Berabong 1	2018	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		PER.PELADANG NEGERI JOHOR	2020	Group Cert	
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2020	Group Cert	
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		SH TRADING CO KLUANG SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		YP PLANTATIONS HOLDING	2020	Group Cert	
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		GUAN LENG TRADING SDN BHD	2020	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert	
n/a	n/a	n/a		BKF BERHAD	2020	Group Cert			
n/a	n/a	n/a		PER PELADANG KAWASAN ENDAU	2020	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a		AGROGUIDE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert
4	KS BUKIT SAGU	FGVPM Bukit Sagu 04	2017	MYNI 2014	Certified	FELDA/FTP Bukit Sagu 01	2020	Group Cert
		FGVPM Bukit Sagu 6	2017	MYNI 2014		FELDA/FTP Bukit Sagu 02/03	2020	Group Cert
		FGVPM Bukit Sagu 07	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert
		FGVPM Bukit Sagu 08	2017	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a	TAN LEE CHAK	2020	Group Cert	
		n/a	n/a	n/a	UTUSAN PADUAN SDN BHD.	2020	Group Cert	
		n/a	n/a	n/a	NAJA PALM OILS SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	EKTRAPALMA SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	TOLEH MAJU ENTERPRISE	2020	Group Cert	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	Group Cert	
n/a	n/a	n/a	BKF BERHAD	2020	Group Cert			
5	KS KERATONG 9	FGVPM Bera Selatan 05	2017	MYNI 2014	Certified	FELDA Keratong 10	2020	Group Cert
		FGVPM Bera Selatan 07	2017	MYNI 2014		FELDA Keratong 08	2020	Group Cert
		FGVPM Merchong	2017	MYNI 2014		FELDA Keratong 09	2020	Group Cert
		FGVPM Keratong Timur	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		FASSB Merchong	2017	MYNI 2014		RISDA PLANTATION SDN BHD (TEMERLO	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	Group Cert	
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert	
n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	Group Cert			
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		EXTRA PALMA PLANTATION S/B	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM	2020	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020	Group Cert
		n/a	n/a	n/a		SISTEM SLURRY S/B	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert
6	KS LEPAR UTARA 6	FGVPM Lepar Utara 07	2017	MYNI 2014	Certified	FELDA Lepar Utara 03	2020	Group Cert
		FGVPM Lepar Utara 08	2017	MYNI 2014		TAI ICHI ENTERPRISE S/B	2020	Group Cert
		FGVPM Lepar Utara 09	2017	MYNI 2014		KIM MA OIL PALM	2020	Group Cert
		FGVPM Lepar Utara 11	2017	MYNI 2014		RISDA PLANTATION SDN BHD	2020	Group Cert
		FGVPM Lepar Utara 05						
		FGVPM Lepar Utara 10						Scope Audit
		FGVPM Lepar Utara 14						
7	KS MOAKIL	FGVPM Moakil 06	2018	MYNI 2014	Certified	FELDA/FTP Maakil 01	2020	Group Cert
		FGVPM Moakil 07	2018	MYNI 2014		FELDA/FTP Maakil 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Chempelak Barat	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenang	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kemelah	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a		LEE SENG OIL PALM S/B	2020	Group Cert
		n/a	n/a	n/a		SH TRADING CO KLUANG S/B	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a		SENDANG JUARA S/B	2020	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION S/B (BP)	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		LIANG LEE TRADING CO	2020	Group Cert
		n/a	n/a	n/a		KEE SAN HUAT OIL PALM S/B	2020	Group Cert
		n/a	n/a	n/a		SIN HIM KELAPA SAWIT TRADING S/B	2020	Group Cert
		n/a	n/a	n/a		SAMANNA SAWIT TRADING	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT S/B	2020	Group Cert
8	KS KEMASUL	FGVPM Mengkarak 1	2018	MYNI 2014	Certified	FELDA/FTP Chemomoi	2020	Group Cert
		FGVPM Mengkarak 2	2018	MYNI 2014		FELDA/FTP Kemasul	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		PPK PELANGAI	2020	Group Cert
		n/a	n/a	n/a		PPK BERA	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

9	KS KRAU	FVGPM Krau 2	2018	MYNI 2014	Certified	FELDA/FTP Krau 1	2020	Group Cert
		FVGPM Krau 4	2018	MYNI 2014		FELDA/FTP Lembah Klau	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Lurah Bilut	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
10	KS LEPAR HILIR	FGVPM Lepar Hilir 05	2017	MYNI 2014	Certified	FELDA/FTP Lepar Hilir 1/4	2020	Group Cert
		FGVPM Lepar Hilir 06	2017	MYNI 2014		FELDA/FTP Lepar Hilir 2	2020	Group Cert
		FGVPM Lepar Hilir 08	2017	MYNI 2014		FELDA/FTP Lepar Hilir 3	2020	Group Cert
11	KS TRIANG	FGVPM Triang 2	2017	MYNI 2014	Certified	FELDA/FTP Kumai	2020	Group Cert
		FGVPM Triang Selatan 1	2017	MYNI 2014		FELDA/FTP Triang 1	2020	Group Cert
		FGVPM Triang 4	2017	MYNI 2014		FELDA/FTP Triang 3	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	KIM MA TRADING	2020	Group Cert	
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert	
		n/a	n/a	n/a	K.C GOH ENT S/B	2020	Group Cert	
		n/a	n/a	n/a	KIM MA OIL PALM	2020	Group Cert	
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert	
12	KS KECHAU B	FGVPM Kechau 06	2017	MYNI 2014	Certified	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		FGVPM Kechau 08	2017	MYNI 2014		SENG HIGHLAND FRUITS TRADING	2020	Group Cert
		FGVPM Kechau 09	2017	MYNI 2014		INTELLIGENT MACHINERY ENT	2020	Group Cert
		FGVPM Kechau 10	2017	MYNI 2014		BAKTI MAS BINA S/B	2020	Group Cert
		FGVPM Kechau 02	2017	MYNI 2014		BIN HASSAN ENT	2020	Group Cert
		FGVPM Kechau 03	2017	MYNI 2014			2019	
		FGVPM Kechau 07	2017	MYNI 2014				
		FGVPM Kechau 11	2017	MYNI 2014				
		FGVPM Chegar Perah 2	2017	MYNI 2014				
13	KS PALONG TIMUR	FGVPM Palong Timur 4/5	2018	MYNI 2014	Certified	FELDA/FTP Palong Timur 01	2020	Group Cert
		FGVPM Palong Timur 06	2018	MYNI 2014		FELDA/FTP Palong Timur 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong Timur 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 01	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 04	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 05	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Palong 06	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Pasir Besar	2020	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENT S/B	2020	Group Cert
n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert			
n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert			
n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN B	2020	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

14	BESOUT	FGVPM Besout 06	2018	MYNI 2014	Certified	FELDA/FTP Besout 01	2020	Group Cert
		FGVPM Besout 07	2018	MYNI 2014		FELDA/FTP Besout 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Besout 03	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Besout 04	2020	Group Cert
		n/a	n/a	n/a		FELDA Besout 05	2020	Group Cert
		n/a	n/a	n/a		LADANG GETAH RISDA	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a		POH LIM ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KHIAZH SDN BHD	2020	Group Cert
		n/a	n/a	n/a		PKC & SONS SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert
		n/a	n/a	n/a		BKF BERHAD	2020	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2020	Group Cert
		n/a	n/a	n/a		WCB RESOURCES SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KOP PKN KECIL N SEL BERHAD	2020	Group Cert
		15	KS NERAM	FGVPM Cherui 03		2018	MYNI 2014	Certified
n/a	n/a			n/a	FELDA Neram 01	2020	Group Cert	
n/a	n/a			n/a	FELDA Neram 02	2020	Group Cert	
n/a	n/a			n/a	FELDA/FTP Cerui 01	2020	Group Cert	
n/a	n/a			n/a	FELDA/FTP Bukit Goh	2020	Group Cert	
n/a	n/a			n/a	FELDA/FTP Bukit Kuantan	2020	Group Cert	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert	
n/a	n/a			n/a	SRI KERDAU COMODITIES SDN BHD	2020	Group Cert	
n/a	n/a			n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert	
n/a	n/a			n/a	KUASA MY ENTERPRISE	2020	Group Cert	
n/a	n/a			n/a	LADANG PERKAYA TERENGGANU	2020	Group Cert	
n/a	n/a			n/a	ISMAQ AGRICULTURE SDN BHD	2020	Group Cert	
n/a	n/a			n/a	NAJA PALM OILS S/B	2020	Group Cert	
n/a	n/a			n/a	KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert	
n/a	n/a			n/a	BKF BERHAD	2020	Group Cert	
n/a	n/a			n/a	NAZSO SNT	2020	Group Cert	
n/a	n/a			n/a	RISDA PLANTATION SDN BHD	2020	Group Cert	
n/a	n/a			n/a	EKTRAPALMA SDN BHD	2020	Group Cert	
n/a	n/a			n/a	TOLEH MAJU ENT	2020	Group Cert	
n/a	n/a			n/a	AA SAWIT S/B	2020	Group Cert	
n/a	n/a	n/a	WU TERN SIANG	2020	Group Cert			
n/a	n/a	n/a	YEE PLANTATION SDN BHD	2020	Group Cert			
16	KS CHINI 3	FGVPM Terapai 1	2018	MYNI 2014	Certified	FELDA/FTP Chini 01	2020	Group Cert
		FGVPM Chini Timur 4	2018	MYNI 2014		FELDA/FTP Chini 04	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Chini 05	2020	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (TEMERLO	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2020	Group Cert
n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

2018								
17	KS CHIKU	FGVPM Ciku 4	2018	MYNI 2014	Certified	FELDA Ciku 5	2021	Group Cert
		FGVPM Ciku 8	2018	MYNI 2014		FELDA Ciku 6	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 1	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 2	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 3	2021	Group Cert
		n/a	n/a	n/a		FELDA Perasu	2021	Group Cert
		n/a	n/a	n/a		FELDA Ciku 7	2021	Group Cert
		n/a	n/a	n/a		SY LADANG MENGKEBANG S/B	2021	Group Cert
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2021	Group Cert
		n/a	n/a	n/a		SY LADANG SUNGAI TERAH	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PANTAS KETARA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKSTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUKUH CEMERLANG SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		GOLDEN MILL LUMBER SDN BHD	2021	Group Cert
n/a	n/a	n/a	BUDISAWIT SDN BHD	2021	Group Cert			
n/a	n/a	n/a	AA SAWIT SDN BHD	2021	Group Cert			
18	KS KERATONG 2	FGVP Bera Selatan 03	2018	MYNI 2014	Certified	FELDA/FTP Keratong 01	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Keratong 02	2021	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SISTEM SLURRY SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATION S/B	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA TRADING	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES S/B	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO. KLUANG SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT S/B	2021	Group Cert
		n/a	n/a	n/a		KOPERASI PENANAM SAWIT MAMPAN D	2021	Group Cert
19	KS SERTING	FGVPM Palong 17	2018	MYNI 2014	Certified	FELDA/FTP Raja Alias 1	2021	Group Cert
		FGVPM Palong 18	2018	MYNI 2014		FELDA/FTP Raja Alias 2	2021	Group Cert
		FGVPM Palong 21	2018	MYNI 2014		FELDA/FTP Raja Alias 3	2021	Group Cert
		FGVPM Serting Hilir 8	2018	MYNI 2014		FELDA/FTP Raja Alias 4	2021	Group Cert
		n/a	n/a	n/a		FELDA Raja Alias 5	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Serting Hilir 1	2021	Group Cert
		n/a	n/a	n/a		MKIC ENT	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		K.C GOH ENT	2021	Group Cert
		n/a	n/a	n/a		SERN LEE DEVELOPMENT S/B	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO S/B	2021	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
n/a	n/a	n/a	RISDA PLANTATION S/B	2021	Group Cert			
n/a	n/a	n/a	WMS ENT	2021	Group Cert			
n/a	n/a	n/a	AA SAWIT S/B	2021	Group Cert			
20	KS KERATONG 3	FGVPM Keratong 11	2018	MYNI 2014	Peer reviewer	FELDA/FTP Keratong 03	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Keratong 04	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 05	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Keratong 06	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	FELDA/FTP Keratong 07	2021	Group Cert
		n/a	n/a	n/a		PERNIAGAAN BINGAN JAYA	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	TAI ICHI ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	ENG HUAT LATEX CONCENTRATE S/B	2021	Group Cert
		n/a	n/a	n/a		KIMMA TRANSPORT	2021	Group Cert
		n/a	n/a	n/a	Internal Audit	SISTEM SLURRY S/B	2021	Group Cert
		n/a	n/a	n/a		LADANG UMAC	2021	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

21	KS KERTEH	FASSB Kerteh	2018	MYNI 2014	Peer reviewer	FELDA/FTP Kerteh 01	2021	Group Cert
		FGVPM Semaring 01	2018	MYNI 2014		FELDA/FTP Kerteh 02	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 04	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 05	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kerteh 06	2021	Group Cert
		n/a	n/a	n/a		FELDA Kerteh 03	2021	Group Cert
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2021	Group Cert
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021	Group Cert
n/a	n/a	n/a	JURUSEMANGAT S/B	2021	Group Cert			
n/a	n/a	n/a	BUDI SAWIT S/B	2021	Group Cert			
n/a	n/a	n/a	SRI KAPAS ENT	2021	Group Cert			
22	KS KOTA GELANGGI	FASSB PPTR	2018	MYNI 2014	Certified	FELDA/FTP Kota Gelanggi 01	2021	Group Cert
		FASSB K.GELANGGI 5/6	2018	MYNI 2014		FELDA/FTP Kota Gelanggi 02	2021	Group Cert
		n/a	2018	n/a	Internal Audit	FELDA/FTP Kota Gelanggi 03	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Kota Gelanggi 04	2021	Group Cert
		n/a	2018	n/a	Internal Audit	GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	2018	n/a		SRI KERDAU COMMODITIES SDN BHD	2021	Group Cert
		n/a	2018	n/a	Internal Audit	TACORP PLANTATATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT S/B	2021	Group Cert
		n/a	2018	n/a	Internal Audit	GUTHRIE SG TEKAL ESTATE	2021	Group Cert
n/a	2018	n/a	WANGSA CAMAR S/B	2021		Group Cert		
23	KS JENGA 21	FASSB Jengka 24/25	2018	MYNI 2014	Peer reviewer	FELDA/FTP Jengka 12	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 13	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 14	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 21	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 22	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 23	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 24	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jengka 25	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jenderak Utara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Jenderak Selatan	2021	Group Cert
		n/a	2018	n/a		FELCRA DURIAN HUAU	2021	Group Cert
		n/a	2018	n/a		DITALI SDN BHD	2021	Group Cert
		n/a	2018	n/a		KOPERASI PENEROKA JENGA 10 BHD	2021	Group Cert
		n/a	2018	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		EIMAN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		UNIVERSITI TEKNOLOGI MARA	2021	Group Cert
		n/a	2018	n/a		KOPERASI PEKEBUN KECIL DAERAH JERAM	2021	Group Cert
n/a	2018	n/a	WANGSA CAMAR SDN BHD	2021	Group Cert			
24	KS PENGGELI	FGVPM Inas Selatan	2018	MYNI 2014	External Audit	FELDA/FTP Inas Utara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Sg Sibol	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Penggeli Timur	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Linggiu	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		RABOJAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
n/a	2018	n/a	NORRODIN FAMILY SDN BHD	2021	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

25	KS BELITONG	FASSB Ulu Belitong	2018	MYNI 2014	Certified	FELDA/FTP Ulu Belitong	2021	Group Cert
		FGVPM Bukit Tongkat B	2018	MYNI 2014		FELDA Bukit Permai	2021	Group Cert
		n/a	2018	n/a		FELDA / FTP Layang-Layang	2021	Group Cert
		n/a	2018	n/a		FELDA Air Hitam	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Ulu Penggeli	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Bukit Tongkat	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO. KLUANG SDN BHD	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		SK LORRY SDN BHD	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		NORRODIN FAMILY SDN BHD	2021	Group Cert
		n/a	2018	n/a		GUAN LENG TRADING SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2021	Group Cert
		n/a	2018	n/a		MAGICAL WEALTH SDN BHD	2021	Group Cert
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
n/a	2018	n/a	SISTEM SLURRY SDN BHD	2021	Group Cert			
n/a	2018	n/a	PCT OIL PALM SDN BHD	2021	Group Cert			
n/a	2018	n/a	AA SAWIT SDN BHD	2021	Group Cert			
26	KS KULAI	FASSB Bkt Besar/Taib Andak	2018	MYNI 2014	Peer reviewer	FELDA/FTP Taib Andak	2021	Group Cert
		n/a	2018	n/a		FELDA Bukit Batu	2021	Group Cert
		n/a	2018	n/a		FELDA Ulu Tebrau	2021	Group Cert
		n/a	2018	n/a		TETUAN MALCLAY INDUSTRIES S/B	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TSK AIR MANIS RISDA PLANTATIONS SE	2021	Group Cert
		n/a	2018	n/a		PKM ULU SANGLANG RISDA PLANTATIO	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		LADANG KENG TEK LEE SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN B	2021	Group Cert
		n/a	2018	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		PKM MAJU JAYA RISDA PLANTATION	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO KLUANG S/B	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO SG TIRAM MUKIM SG T	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA SDN	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		CHE YU TRADING SDN BHD	2021	Group Cert
n/a	2018	n/a	SALIM NAWAWI	2021	Group Cert			
n/a	2018	n/a	MAGICAL WEALTH SDN BHD	2021	Group Cert			
n/a	2018	n/a	AA SAWIT SDN BHD	2021	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

27	KS ADELA	FGVPM Kledang 2	2018	MYNI 2014	Certified	FELDA/FTP Tunggal	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Adela	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Sening	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kledang	2021	Group Cert
		n/a	n/a	n/a		SINAR LESTARI (M) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PPNJ	2021	Group Cert
		n/a	n/a	n/a		BINGAN JAYA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO	2021	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT	2021	Group Cert
		n/a	n/a	n/a		PERNIAGAAN SRI MAHTAI	2021	Group Cert
		n/a	n/a	n/a		YPJ PALM PLANTATION	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		CHE YU TRADING SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SANTEX ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (t) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SALIM NAWAWI	2021	Group Cert
		n/a	n/a	n/a		BKF BERHAD SDN BHD	2021	Group Cert
		n/a	n/a	n/a		PALOH AGRICULTURE 9 (JOHOR) SDN B	2021	Group Cert
		28	KS SERTING HILIR	FGVPM Tembangau 03		2018	MYNI 2014	Main Audit
FGVPM Tembangau 05	2018			MYNI 2014	FELDA/FTP Lui Selatan 01	2021	Group Cert	
FGVPM Tembangau 06	2018			MYNI 2014	FELDA/FTP Lui selatan 02	2021	Group Cert	
FGVPM Tembangau 07	2018			MYNI 2014	FELDA/FTP Serting Hilir 02/03	2021	Group Cert	
FGVPM Tembangau 08	2018			MYNI 2014	FELDA/FTP Serting Hilir 6/7	2021	Group Cert	
FGVPM Tembangau 09	2018			MYNI 2014	FELDA/FTP Serting Hilir 04	2021	Group Cert	
FGVPM Serting Hilir 9	2018			MYNI 2014	FELDA/FTP Serting Hilir 05	2021	Group Cert	
FASSB Serting Hilir	2018			MYNI 2014	FELDA/FTP Sg Lui	2021	Group Cert	
n/a	n/a			n/a	FELDA SG Lui 2	2021	Group Cert	
n/a	n/a			n/a	FELDA / FTP Lui Timur	2021	Group Cert	
n/a	n/a			n/a	FELDA/FTP Tembangau 1	2021	Group Cert	
n/a	n/a			n/a	FELDA/FTP Tembangau 2	2021	Group Cert	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert	
n/a	n/a			n/a	ENG HUAT LATEX CONCENTRATE SDN B	2021	Group Cert	
n/a	n/a			n/a	KIM MA OIL PLAM (TRANSPORT) SDN BH	2021	Group Cert	
n/a	n/a			n/a	KIM MA TRADING	2021	Group Cert	
n/a	n/a			n/a	SERN LEE ENTERPRISE SDN BHD	2021	Group Cert	
n/a	n/a			n/a	MKIC ENT	2021	Group Cert	
n/a	n/a			n/a	BKF B/S	2021	Group Cert	
n/a	n/a			n/a	AA SAWIT S/B	2021	Group Cert	
29	KS BUKIT KEPAYANG	FGVPM Terapai 3	2018	MYNI 2014	Certified	FELDA/FTP Kepayang	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Purun	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mayam	2021	Group Cert
		n/a	n/a	n/a		GAMEBIRD INDUSTRIES (M) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		RISDA PLANTATIONS SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BH	2021	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA SDN BHD	2021	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

30	KS JERANGAU BARU	FGVPM Rantau abang 1	2018	MYNI 2014	Certified	FELDA/FTP Jerangau	2021	Group Cert
		FGVPM Rantau abang 2	2018	MYNI 2014		FELDA/FTP Bukit Banding	2021	Group Cert
		FGVPM Chador 1	2018	MYNI 2014		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2021	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2021	Group Cert
		n/a	n/a	n/a		CHEW AH WAH SDN BHD	2021	Group Cert
		n/a	n/a	n/a		YEE PLANTATION SDN BHD	2021	Group Cert
		n/a	n/a	n/a		SITI AMINAH BINTI ABDULLAH	2021	Group Cert
		n/a	n/a	n/a		BUDISAWIT SDN BHD	2021	Group Cert
		n/a	n/a	n/a		NAJA PALM OIL S/B	2021	Group Cert
31	KS TENGGAROH	FGVPM Tenggaroh 9	2018	MYNI 2014	Certified	FELDA/FTP Tenggaroh 02	2021	Group Cert
		FGVPM Tenggaroh 11	2018	MYNI 2014		FELDA/FTP Tenggaroh 04	2021	Group Cert
		FGVPM Tenggaroh 13	2018	MYNI 2014		FELDA/FTP Tenggaroh 05	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh Timur 01	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 07	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 01	2021	Group Cert
		n/a	n/a	n/a		ISMAIL BIN DAHLAN	2021	Group Cert
		n/a	n/a	n/a		PPNJ/ PPK MERSING	2021	Group Cert
		n/a	n/a	n/a		K.C GOH ENT	2021	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2021	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2021	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENT	2021	Group Cert
		n/a	n/a	n/a		SANTEX ENT	2021	Group Cert
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2021	Group Cert
		n/a	n/a	n/a		SH TRADING CO. KLUANG S/B	2021	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2021	Group Cert
		n/a	n/a	n/a		KUASA MY ENT	2021	Group Cert
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2021	Group Cert
		n/a	n/a	n/a		BKF S/B	2021	Group Cert
n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) S/B	2021	Group Cert			
n/a	n/a	n/a	ME RESOURCES S/B	2021	Group Cert			
32	KS NITAR	FGVPM Nitar Timur	2018	MYNI 2014	Certified	FELDA Nitar 1	2021	Group Cert
		n/a	2018	n/a		FELDA Nitar 2	2021	Group Cert
		n/a	2018	n/a		PPNJ	2021	Group Cert
		n/a	2018	n/a		ENG HUAT LATEX CONCENTRATE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE SDN BHD	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA S/B	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	2018	n/a		AA SAWIT SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENT	2021	Group Cert
		n/a	2018	n/a		ISMAIL TRADING	2021	Group Cert
		n/a	2018	n/a		CHOON GUAN OIL PALM S/B	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO. KLUANG S/B	2021	Group Cert
		n/a	2018	n/a		YPJ PLANTATIONS S/B	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENT	2021	Group Cert
		n/a	2018	n/a		GUAN LENG TRADING S/B	2021	Group Cert
		n/a	2018	n/a		WETOP S/B	2021	Group Cert
n/a	2018	n/a	PER PELADANG KWSN ENDAU	2021	Group Cert			
n/a	2018	n/a	BAKTI MAS BINA S/B	2021	Group Cert			
n/a	2018	n/a	SISTEM SLURRY S/B	2021	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

33	KS CHALOK	FGVPM Setiu 1	2018	MYNI 2014	Certified	FELDA/FTP Chalok Barat	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Tenang Besut	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Belara	2021	Group Cert
		n/a	2018	n/a		FELDA/FTP Selasih	2021	Group Cert
		n/a	2018	n/a		FELDA Chalok	2021	Group Cert
		n/a	2018	n/a		PERNIAGAAN BINGAN JAYA	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		T & A MACHANG AGRICULTURE SDN BHD	2021	Group Cert
		n/a	2018	n/a		TAI ICHI ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		SERN LEE ENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		RISDA PLANTATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		SYARIKAT WARISAN	2021	Group Cert
		n/a	2018	n/a		EKSTRAPALMA SDN BHD	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PALM SDN BHD	2021	Group Cert
		n/a	2018	n/a		HADI PLANTATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		THP YT PLANTATION SDN BHD	2021	Group Cert
		n/a	2018	n/a		AA SAWIT SDN BHD	2021	Group Cert
n/a	2018	n/a	KOPERASI PENANAM SAWIT MAMPANG	2021	Group Cert			
n/a	2018	n/a	NAJA PALM OIL PALM	2021	Group Cert			
34	KS WA HA	FGVPM BUKIT APING 02	2018	MYNI 2014	Peer reviewer	FELDA Bukit Aping Timur	2021	Group Cert
		n/a	2018	n/a		FELDA Bukit Aping Barat	2021	Group Cert
		n/a	2018	n/a		FELDA simpang Wa ha	2021	Group Cert
		n/a	2018	n/a		FELDA Bukit Easter	2021	Group Cert
		n/a	2018	n/a		FELDA Bukit Wa Ha	2021	Group Cert
		n/a	2018	n/a		PPNJ	2021	Group Cert
		n/a	2018	n/a		FONG TAK DEVELOPMENT SDN BHD	2021	Group Cert
		n/a	2018	n/a		KUASA MY ENTERPRISE	2021	Group Cert
		n/a	2018	n/a		BINGAN JAYA S/B	2021	Group Cert
		n/a	2018	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2021	Group Cert
		n/a	2018	n/a		WAN LE HIN ENT	2021	Group Cert
		n/a	2018	n/a		AA SAWIT SDN BHD	2021	Group Cert
		n/a	2018	n/a		RINTING EMAS	2021	Group Cert
		n/a	2018	n/a		SH TRADING CO KLUANG SDN BHD	2021	Group Cert
		n/a	2018	n/a		KOP PEMBANGUNAN KG TERSUSUN MA	2021	Group Cert
		n/a	2018	n/a		PERNIAGAAN SRI MAHTAI	2021	Group Cert
		n/a	2018	n/a		PINEAPPLE CANNERY OF MALAYSIA S/B	2021	Group Cert
n/a	2018	n/a	CHE YU TRADING S/B	2021	Group Cert			
n/a	2018	n/a	SANTEX ENT	2021	Group Cert			
n/a	2018	n/a	LAI BROTHER TRADING	2021	Group Cert			
n/a	2018	n/a	BFK BHD	2021	Group Cert			
n/a	2018	n/a	PALOH AGRICULTURE JOHOR S/B	2021	Group Cert			
n/a	2018	n/a	SISTEM SLURRY S/B	2021	Group Cert			
n/a	2018	n/a	AGRO BIS VENTURE S/B	2021	Group Cert			
35	KS SAMPADI	FGVPM Sampadi 01	2018	MYNI 2014	Internal Audit	FELCRA BHD TAMANG SEMBAWANG LUNDU	2021	MYNI
		FGVPM Sampadi 03	2018	MYNI 2014		KIM MA OIL PALM TRANSPORT S/B	2021	Group Cert
		FGVPM Sampadi 04	2018	MYNI 2014		AGROGREEN VENTURES S/B	2021	Group Cert
		FGVPM Sampadi 05	2018	MYNI 2014		n/a	n/a	n/a
		FGVPM Sampadi 06	2018	MYNI 2014		n/a	n/a	n/a
36	KS MEMPAGA	n/a	n/a	n/a	Internal Audit	FELDA/FTP KG Sertik	2021	Group Cert
		n/a	n/a	n/a		FELDA/FTP KG Lakum	2018	Group Cert
		n/a	n/a	n/a		FELDA/FTP KG Bukit Damar	2018	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mempaga 1	2018	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mempaga 2	2018	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mempaga 3	2018	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2018	Group Cert
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2018	Group Cert
		n/a	n/a	n/a		HOCK GUAN TRADING & CO	2018	Group Cert
		n/a	n/a	n/a		SRI KERDAU COMMODITIES	2018	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2018	Group Cert
		n/a	n/a	n/a		KURNIA SETIA BHD	2018	Group Cert
		n/a	n/a	n/a		WANGSA CAMAR S/B	2018	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM TRANSPORT SDN BHD	2018	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

2019									
37	KS KALABAKAN	FGVPM Kalabakan Utara 01	2019	MYNI 2014	Internal Audit	KOKOLIN PLANTATION S/B	2022	Group Cert	
		FGVPM Kalabakan Selatan	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022	Group Cert	
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert	
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert	
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022	Group Cert	
		n/a	n/a	n/a		KRETAM HOLDINGS BHD	2022	Group Cert	
		n/a	n/a	n/a		TERARAYA S/B	2022	Group Cert	
		n/a	n/a	n/a		EVERPACE S/B	2022	Group Cert	
38	KS KEMBARA SAKTI	FGVPM Sahabat 30	2019	MYNI 2014	Internal Audit	LIM SUN LAI	2022	Group Cert	
		FGVPM Sahabat 35	2019	MYNI 2014		TAI ICHI ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 40	2019	MYNI 2014		ZHEN DONG PLANTATION (M)	2022	Group Cert	
		FGVPM Sahabat 41	2019	MYNI 2014		FONG TAK DEVELOPMENT S/B	2022	Group Cert	
		FGVPM Sahabat 42	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FGVPM Sahabat 43	2019	MYNI 2014		TAN PIT HOOK	2022	Group Cert	
39	KS NILAM PERMATA	FGVPM Sahabat 50	2019	MYNI 2014	Internal Audit	n/a	n/a		
		FGVPM Sahabat 51	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 52	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 53	2019	MYNI 2014		n/a	n/a		
		FGVPM Sahabat 54	2019	MYNI 2014		n/a	n/a		
40	KS HAMPARAN BADAI	FGVPM Sahabat 23	2019	MYNI 2014	Internal Audit	TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert	
		FGVPM Sahabat 24	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022	Group Cert	
		FGVPM Sahabat 26	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 28	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FGVPM Sahabat 31	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert	
		FGVPM Sahabat 33	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022	Group Cert	
		FGVPM Sahabat 34	2019	MYNI 2014		KUASA MY ENTERPRISE	2022	Group Cert	
		FGVPM Sahabat 25	2019	MYNI 2014		KEMAJUAN TANAH JUJUR SDN BHD	2022	Group Cert	
		FGVPM Sahabat 21	2019	MYNI 2014		TELISAI FFB COLLECTING SDN BHD	2022	Group Cert	
		FGVPM Sahabat 22	2019	MYNI 2014					
41	KS MERCU PUSPITA	FASSB Tambisan	2019	MYNI 2014	Internal Audit				
		FGVPM Sahabat 07	2019	MYNI 2014		TSC PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 46	2019	MYNI 2014		ZHEN DONG PLANTATION M S/B	2022	Group Cert	
		FGVPM Sahabat 48	2019	MYNI 2014		KLEBANG PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 10	2019	MYNI 2014		TAN CHOK PENG	2022	Group Cert	
		FASSB Sahabat 06	2019	MYNI 2014		ANIKA RAYA S/B	2022	Group Cert	
		n/a	n/a	n/a			D PROP PLANTATION	2022	Group Cert
		n/a	n/a	n/a			FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a			GREATSTATE ASSETS SDN BHD	2022	Group Cert
		n/a	n/a	n/a			FOREMOST DYNAMIC S/B	2022	Group Cert
n/a	n/a	n/a		ABID EMAS S/B	2022	Group Cert			
42	KS LANCANG KEMUDI	n/a	n/a	n/a	Internal Audit	SYARIKAT TECK HUAT COMMODITIES TRADING	2022	Group Cert	
		n/a	n/a	n/a		ATLAS KEW ESTATE S/B	2022	Group Cert	
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert	
		FGVPM Sahabat 36	2019	MYNI 2014		ZHEN DONG PLANTATION (M) S/B	2022	Group Cert	
		FGVPM Sahabat 38	2019	MYNI 2014		SERN LEE ENTERPRISE S/B	2022	Group Cert	
		FGVPM Sahabat 39	2019	MYNI 2014		KLEBANG PLANTATION S/B	2022	Group Cert	
		FGVPM Sahabat 44	2019	MYNI 2014		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert	
		FGVPM Sahabat 45	2019	MYNI 2014		GREATSTATE ASSETS SDN BHD	2022	Group Cert	
		n/a	n/a	n/a			GEMILANG SETIA	2022	Group Cert
		n/a	n/a	n/a			JJ METAL S/B	2022	Group Cert
n/a	n/a	n/a		TIONG KHENG HOLDING S/B	2022	Group Cert			
n/a	n/a	n/a		SILAHIS S/B	2022	Group Cert			
n/a	n/a	n/a		TSC PLANTATIONS S/B	2022	Group Cert			
n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2022	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

43	KS EMBARA BUDI	FGVPM Sahabat 11	2019	MYNI 2014	Internal Audit	FELDA Sahabat 03	2022	Group Cert
		FGVPM Sahabat 12	2019	MYNI 2014		FELDA Sahabat 04/05	2022	Group Cert
		FGVPM Sahabat 17	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		FGVPM Sahabat 56	2019	MYNI 2014		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		FGVPM Sahabat 20	2019	MYNI 2014		FONG TAK DEVELOPMENT	2022	Group Cert
		FASSB Sahabat 17	2019	MYNI 2014		INTAN SAWIT ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a		SCT RESOURCES SDN BHD	2023	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2024	Group Cert
		n/a	n/a	n/a		ASET KAHAPAN SDN BHD	2022	Group Cert
44	KS BAIDURI AYU	FGVPM Sahabat 09	2019	MYNI 2014	Internal Audit	FELDA Sahabat 1	2022	Group Cert
		FGVPM Sahabat 16	2019	MYNI 2014		FELDA Sahabat 2	2022	Group Cert
		FGVPM Sahabat 55	2019	MYNI 2014		TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SILAHIS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		TSC PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ZHEN DONG PLANTATION (M) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KLEBANG PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		LAI DEVELOPMENT (NS) S/B	2022	Group Cert
		n/a	n/a	n/a		ANIKA RAYA SDN BHD	2022	Group Cert
		n/a	n/a	n/a		D-PROP PLANTATION	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		GREATSTATE ASSETS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		FOREMOST DYNAMIC SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ABID EMAS SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ATLAS KEW ESTATESDN BHD	2022	Group Cert
		n/a	n/a	n/a		LADANG DAYA UTAMA SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SUMMIT PALM SDN BHD	2022	Group Cert
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert
		n/a	n/a	n/a		LIAN HIN LEE PLANTATION (M) SDN BHD	2022	Group Cert
n/a	n/a	n/a	ASET KAHAPAN SDN BHD	2022	Group Cert			
n/a	n/a	n/a	INTAN SAWIT ENTERPRISE	2022	Group Cert			
45	KS UMAS	FGVPM Umas 05	2019	MYNI 2014	Internal Audit	FELDA Umas 1	2022	Group Cert
		FGVPM Umas 06	2019	MYNI 2014		FELDA Umas 2/3	2022	Group Cert
		n/a	n/a	n/a		FELDA Umas 4	2022	Group Cert
		n/a	n/a	n/a		KOKOLIN PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		FIDELITY LAND S/B	2022	Group Cert
		n/a	n/a	n/a		TAI ICHI ENT S/B	2022	Group Cert
		n/a	n/a	n/a		K.C GOH ENT S/B	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENT	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a		USAHAWAN BORNEO PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		MENGHWA S/B	2022	Group Cert
		n/a	n/a	n/a		EVERPACE S/B	2022	Group Cert
		n/a	n/a	n/a		LIM SUN LAI	2022	Group Cert
		n/a	n/a	n/a		BALUNG PALM OIL MILL S/B	2022	Group Cert
		n/a	n/a	n/a		BRANTIAN PALM OIL S/B	2022	Group Cert
		n/a	n/a	n/a		YUWANG PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		KAJ PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		PANDAN SUKMA S/B	2022	Group Cert
		n/a	n/a	n/a		WINSOME BRANTIAN PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		UT PALM PLANTATIONS S/B	2022	Group Cert
		n/a	n/a	n/a		NFC TRADING S/B	2022	Group Cert
n/a	n/a	n/a	DURAWANG S/B	2022	Group Cert			

RSPO Public Summary Report
Revision 7 (Aug /2018)

46	KS TENGGAROH TIMUR	FGVPM Tenggaroh 12	2019	MYNI 2014	Internal Audit	FELDA/FTP Tenggaroh 06	2022	Group Cert
		FGVPM Tenggaroh Timur 2	2019	MYNI 2014		FELDA/FTP Tenggaroh Selatan 1	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Tenggaroh 03	2022	Group Cert
		n/a	n/a	n/a		PUJB YPJ SAWIT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		PPNJ	2022	Group Cert
		n/a	n/a	n/a		BINGAN JAYA S/B	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022	Group Cert
		n/a	n/a	n/a		FONG TAK DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BKF B/S	2022	Group Cert
		n/a	n/a	n/a		GUAN LENG TRADING S/B	2022	Group Cert
		n/a	n/a	n/a		KUASA MY ENT	2022	Group Cert
		n/a	n/a	n/a		WAN LE HIN ENT	2022	Group Cert
		n/a	n/a	n/a		BON HON COMMODITY TRADING S/B	2022	Group Cert
		n/a	n/a	n/a		ISMAIL TRADING	2022	Group Cert
		n/a	n/a	n/a		CHOON GUAN OIL PALM S/B	2022	Group Cert
		n/a	n/a	n/a		SH TRADING	2022	Group Cert
		47	KS SELANCAR 2A	n/a		n/a	n/a	Internal Audit
n/a	n/a			n/a	FELDA/FTP Selancar 02	2022	Group Cert	
n/a	n/a			n/a	FELDA/FTP REDONG	2022	Group Cert	
n/a	n/a			n/a	FELDA Selancar 03	2022	Group Cert	
n/a	n/a			n/a	FELDA Selancar 04	2022	Group Cert	
n/a	n/a			n/a	FELDA Selancar 05	2022	Group Cert	
n/a	n/a			n/a	MEWAH OIL SDN BHD	2022	Group Cert	
n/a	n/a			n/a	SH TRADING CO KLUANG SDN BHD	2022	Group Cert	
n/a	n/a			n/a	STEVEN DEVELOPMENT SDN BHD	2022	Group Cert	
n/a	n/a			n/a	BINGAN JAYA	2022	Group Cert	
n/a	n/a			n/a	RISDA PLANTATION SDN BHD	2022	Group Cert	
n/a	n/a			n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2022	Group Cert	
n/a	n/a			n/a	TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert	
n/a	n/a			n/a	SRI KERDAU COMMODITIES SDN BHD	2022	Group Cert	
n/a	n/a			n/a	SERN LEE ENTERPRISE SDN BHD	2022	Group Cert	
n/a	n/a			n/a	CHOON GUAN OIL PALM	2022	Group Cert	
n/a	n/a			n/a	SH TRADING CO SDN BHD	2022	Group Cert	
n/a	n/a			n/a	TAI HUAT AGRICULTURE	2022	Group Cert	
n/a	n/a			n/a	SENDANG JUARA	2022	Group Cert	
n/a	n/a	n/a	KUASA MY ENTERPRISE	2022	Group Cert			
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert			
n/a	n/a	n/a	BKF BERHAD	2022	Group Cert			
n/a	n/a	n/a	SISTEM SLURRY SDN BHD	2022	Group Cert			
n/a	n/a	n/a	AA SAWIT SDN BHD	2022	Group Cert			
48	KS BUKIT MENDI	n/a	n/a	n/a		FELDA/FTP Bukit Mendi	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Bukit Puchong	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Mengkuang	2022	Group Cert
		n/a	n/a	n/a		FELDA Sg Kemahal	2022	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENT SDN BHD	2022	Group Cert
		n/a	n/a	n/a		ENG HUAT LATEX CONCENTRATE S/B	2022	Group Cert
		n/a	n/a	n/a		ONG CHONG LIM PLT S/B	2022	Group Cert
		n/a	n/a	n/a		AGENSI KB	2022	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2022	Group Cert
		n/a	n/a	n/a		LADANG KENG TEK LEE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM TRANSPORT SDN BHD	2022	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

49	KS JENGA 8	n/a	n/a	n/a	FELDA/FTP Jengka 8	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 9	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 10	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 11	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tekam	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tekam Utara	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 1	2022	Group Cert
		n/a	n/a	n/a	DITALI S/B	2022	Group Cert
		n/a	n/a	n/a	GAMEBIRD INDUSTRIES S/B	2022	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD (TEMERLOH)	2022	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	EIMAN ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	KOPERASI PEKEBUN KECIL DAERAH JERAM	2022	Group Cert
		n/a	n/a	n/a	JAYA GADING	2022	Group Cert
50	KS JENGA 18	n/a	n/a	n/a	FELDA/FTP Jengka 15	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 16	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 17	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 18	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 19	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 20	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Nerek	2022	Group Cert
		n/a	n/a	n/a	FELDA Kg Awah	2022	Group Cert
		n/a	n/a	n/a	SINN HUP ENT	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES S/B	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE LANCHANG	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE MENTAKAB	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE EDENSOR	2022	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert		
n/a	n/a	n/a	EIMAN ENT	2022	Group Cert		
n/a	n/a	n/a	KERDAU ESTATE (SD HOLDING)	2022	Group Cert		
51	KS JENGA 3	n/a	n/a	n/a	FELDA/FTP Jengka 2	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 3	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 4	2022	Group Cert
		n/a	n/a	n/a	FELDA Jengka 5	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 6	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jengka 7	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Ulu Jempol	2022	Group Cert
		n/a	n/a	n/a	FELDA/FTP Bukit Tajau	2022	Group Cert
		n/a	n/a	n/a	HALIM SAUJANA ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a	DELIMA MAJU JAYA	2022	Group Cert
		n/a	n/a	n/a	KOPERASI SERBAGUNA JENGA 3	2022	Group Cert
		n/a	n/a	n/a	LKPP BUKIT KUIN	2022	Group Cert
		n/a	n/a	n/a	BINGAN JAYA SDN BHD	2022	Group Cert
		n/a	n/a	n/a	DITALI SDN BHD	2022	Group Cert
		n/a	n/a	n/a	GAMEBIRD INDUSTRIES (M) SDN BHD	2022	Group Cert
		n/a	n/a	n/a	SUNGAI JERIK ENTERPRISE	2022	Group Cert
		n/a	n/a	n/a	AGENSI KB	2022	Group Cert
		n/a	n/a	n/a	KURNIA SETIA AUR GADING	2022	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2022	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a	JIWATEKNIK SDN BHD	2022	Group Cert
		n/a	n/a	n/a	LKPP KAMPONG SUBOH	2022	Group Cert
		n/a	n/a	n/a	EIMAN ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE S/B (LANCANG)	2022	Group Cert
		n/a	n/a	n/a	GOLDEN HOPE S/B (EDENSOR)	2022	Group Cert
n/a	n/a	n/a	LKPP LADANG BATU 55 MARAN	2022	Group Cert		
n/a	n/a	n/a	SYARIKAT JAYA GADING BERSATU S/B	2022	Group Cert		

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022	Group Cert
		n/a	n/a	n/a		LKPP RTK MARAN	2022	Group Cert
		n/a	n/a	n/a		RIBUAN SAWIT TRADING S/B	2022	Group Cert
52	KS PADANG PIOL	n/a	n/a	n/a		FELDA/FTP Padang Piol	2022	Group Cert
		n/a	n/a	n/a		FELDA/FTP Sg Retang	2022	Group Cert
		n/a	n/a	n/a		TACORP PLANTATIONS S/B	2022	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE S/B	2022	Group Cert
		n/a	n/a	n/a		WANGSA CAMAR S/B	2022	Group Cert
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) S/B	2022	Group Cert
		n/a	n/a	n/a		SISTEM SLURRY S/B	2022	Group Cert
				n/a	n/a	n/a		FELDA Tersang 01
53	KS TERSANG	n/a	n/a	n/a		FELDA Tersang 02	2022	Group Cert
		n/a	n/a	n/a		FELDA Tersang 03	2022	Group Cert
		n/a	n/a	n/a		FELDA Tersang 04	2022	Group Cert
		n/a	n/a	n/a		FELDA Sg Koyan 1	2022	Group Cert
		n/a	n/a	n/a		FELDA Sg Koyan 2	2022	Group Cert
		n/a	n/a	n/a		FELDA Sg Koyan 3	2022	Group Cert
		n/a	n/a	n/a		LIPIS JAYA PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		KIM MA TRADING	2022	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022	Group Cert
		n/a	n/a	n/a		TEE KIM TEE ENT	2022	Group Cert
		n/a	n/a	n/a		TINGGI MAJU PLANTATION S/B	2022	Group Cert
		n/a	n/a	n/a		LADANG FELCRA PAYA PANJANG	2022	Group Cert
		n/a	n/a	n/a		FELCRA BERHAD	2022	Group Cert

		n/a	n/a	n/a		YEW FOH OIL PALM S/B	2022	Group Cert	
		n/a	n/a	n/a		LKPP CORPORATIONS S/B	2022	Group Cert	
		n/a	n/a	n/a		WOOD VISION S/B (NAZA PLANTATION)	2022	Group Cert	
		n/a	n/a	n/a		NEOH CHOO EE & CO S/B (CHEROH EST)	2022	Group Cert	
		n/a	n/a	n/a		KIM MA OIL PALM (TRANSPORT) SDN BHD	2022	Group Cert	
54	KS PONTIAN FICO	Pontian Fico	2019	MYNI 2014	Internal Audit	NGAN & NGAN HOLDINGS	2022	Group Cert	
		Pontian Subok	2019	MYNI 2014		FOO YET KAI HOLDINGS	2022	Group Cert	
		Pontian Orico	2019	MYNI 2014		PERBADANAN KEMAJUAN PERTANIAN S	2022	Group Cert	
		Pontian Pendirosa	2019	MYNI 2014		CHEN SIEW CHIN	2022	Group Cert	
		Pontian Kuril	2019	MYNI 2014		NGOOI CHIU DAIK	2022	Group Cert	
		Pontian Hillco	2019	MYNI 2014		LIEW SIEW CHIN	2022	Group Cert	
		Rawajaya Sdn Bhd.	2019	MYNI 2014		WONG BOOI LIONG	2022	Group Cert	
		Blossom Plantation Sdn. Bhd	2019	MYNI 2014		LEE BOON TIEK	2022	Group Cert	
		n/a	n/a	n/a			LEE BEE ENG	2022	Group Cert
		n/a	n/a	n/a			LEE SENG GEAK	2022	Group Cert
		n/a	n/a	n/a		ASIA TEGUH SDN BHD	2022	Group Cert	
55	KS TEMENTI	FGVPM Bera Selatan 1	2019	MYNI 2014	Internal Audit	FELDA/FTP Sebertak	2022	Group Cert	
		FGVPM Bera Selatan 4	2019	MYNI 2014		FELDA/FTP Rentam	2022	Group Cert	
		n/a	n/a	n/a			FELDA/FTP tementi	2022	Group Cert
		n/a	n/a	n/a			SINHUP ENT	2022	Group Cert
		n/a	n/a	n/a			TAI ICHI ENTERPRISE SDN BHD	2022	Group Cert
		n/a	n/a	n/a			K.C GOH ENT	2022	Group Cert
		n/a	n/a	n/a			SERN LEE DEVELOPMENT S/B	2022	Group Cert
		n/a	n/a	n/a			KIM MA OIL PLAM (TRANSPORT) SDN BHD	2022	Group Cert
		n/a	n/a	n/a		BAKTI MAS BINA S/B	2109	Group Cert	

2020								
56	KS KEMAHANG	n/a	n/a	n/a		FELDA Kemahang 03	2020	Group Cert
		n/a	n/a	n/a		FELDA Kemahang 04	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kemahang 02	2020	Group Cert
		n/a	n/a	n/a		FELDA/FTP Kemahang 01	2020	Group Cert
		n/a	n/a	n/a		RISDA PLANTATION SDN BHD (MACHAN	2020	Group Cert
		n/a	n/a	n/a		SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a		KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a		BKF SDN BHD	2020	Group Cert
		n/a	n/a	n/a		EKTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a		AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a		MENGKEBANG RUBBER CO S/B	2020	Group Cert
		n/a	n/a	n/a		T&A MACHANG AGRICULTURE S/B	2020	Group Cert
		n/a	n/a	n/a		TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
n/a	n/a	n/a		FOKUS BONANZA S/B	2020	Group Cert		

RSPO Public Summary Report
Revision 7 (Aug /2018)

57	KS CHINI 2	n/a	n/a	n/a	FELDA/FTP Chini 02	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Chini 03	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Chini Timur 02	2020	Group Cert
		n/a	n/a	n/a	FELDA Chini Timur 01	2020	Group Cert
		n/a	n/a	n/a	FELDA Chini Timur 03	2020	Group Cert
		n/a	n/a	n/a	SYED AZHAR SYED MANSOR	2020	Group Cert
		n/a	n/a	n/a	LKPP T1 &T2	2020	Group Cert
		n/a	n/a	n/a	LKPP LADANG SRI RAMIN	2020	Group Cert
		n/a	n/a	n/a	LKPP LADNAG CHINI	2020	Group Cert
		n/a	n/a	n/a	SRI KERINAU SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TT MAX ENTERPRISE SDN BHD	2020	Group Cert
n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN B	2020	Group Cert		
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RIBUAN SAWIT TRADING	2020	Group Cert
58	KS JERANGAU BARAT	n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FELDA Mengkawang	2020	Group Cert
		n/a	n/a	n/a	FELDA Tersat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Jerangau Barat	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	EKTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	CHEW AH WAH SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PER PELADANG DAERAH KUALA BERANG	2020	Group Cert
		n/a	n/a	n/a	SITI AMINAH BINTI ABDULLAH	2020	Group Cert
n/a	n/a	n/a	BUDISAWIT SDN BHD	2020	Group Cert		
n/a	n/a	n/a	BKF SDN BHD	2020	Group Cert		
n/a	n/a	n/a	KOP PESERTA-PESERTA FLC GUGUSAN B	2020	Group Cert		
59	KS TROLAK	n/a	n/a	n/a	FELDA Sg. Klah	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Trolak Utara	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Trolak Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA Sg. Behrang	2020	Group Cert
		n/a	n/a	n/a	FELDA Trolak Timur	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	POH LIM ENT S/B	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	PKC & SONS S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AMSON S/B	2020	Group Cert
		n/a	n/a	n/a	BKF BERHAD	2020	Group Cert
n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert		
60	KS SEMENCHU	n/a	n/a	n/a	FELDA Air Tawar 4	2020	Group Cert
		n/a	n/a	n/a	FELDA Air Tawar 5	2020	Group Cert
		n/a	n/a	n/a	FELDA Semenchu	2020	Group Cert
		n/a	n/a	n/a	FELDA Sungai Mas	2020	Group Cert
		n/a	n/a	n/a	PPNJ	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENT	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO KLUANG S/B	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT S/B	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	WANGSA CAMAR S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
n/a	n/a	n/a	SALIM HJ NAWAWI	2020	Group Cert		
		n/a	n/a	n/a	AA SAWIT S/B	2020	Group Cert
		n/a	n/a	n/a	KERINAT BAKTI ENTERPRISE	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

61	KS PANCHING	n/a	n/a	n/a	FELDA/FTP Panching Utara	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Panching Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Panching Timur	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TONG AH COMPANY SDN BHD	2020	Group Cert
		n/a	n/a	n/a	EKSTRAPALMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WONDERFUL HORIZON SDN BHD	2020	Group Cert
		n/a	n/a	n/a	RITAWAN HOLDINGS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
62	KS AIR TAWAR	n/a	n/a	n/a	NAJA PALM OILS SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 01	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 02	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Air Tawar 03	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasak	2020	Group Cert
		n/a	n/a	n/a	PPNJ	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO. KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	CHE YU TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WANGSA CAMAR SDN BHD	2020	Group Cert
63	KS LOK HENG	n/a	n/a	n/a	KIM MA OIL PALM TRANSPORT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SALIM HJ NAWAWI	2020	Group Cert
		n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KERINAT BAKTI ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Timur	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Selatan	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Lok Heng Barat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Papan Timur	2020	Group Cert
		n/a	n/a	n/a	PERNIAGAAN BINGAN JAYA	2020	Group Cert
		n/a	n/a	n/a	WAN LE HIN ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	ISMAIL TRADING	2020	Group Cert
		n/a	n/a	n/a	CHOON GUAN OIL PALM SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO. KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN. BHD.	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE,	2020	Group Cert
		n/a	n/a	n/a	CHE YU TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PALM SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SALIM BIN NAWAWI	2020	Group Cert
n/a	n/a	n/a	NIKMAT UTAMA SDN BHD	2020	Group Cert		
n/a	n/a	n/a	PALOH AGRICULTURE (JOHOR) SDN BHD	2020	Group Cert		
n/a	n/a	n/a	LOK HENG FARMING TRADING	2020	Group Cert		
n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert		
n/a	n/a	n/a	KAWTHAR BUSINESS RESOURCES	2020	Group Cert		
64	KS SG TENGI	n/a	n/a	n/a	FELDA/FTP Gedangsa	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tenggi	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Soeharto	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Sg Tenggi Selatan	2020	Group Cert
		n/a	n/a	n/a	PERTUBUHAN PELADANG KWS ULU SEL	2020	Group Cert
		n/a	n/a	n/a	RAH PROPERTIES CORPORATION S/B	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE S/B	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENT	2020	Group Cert
		n/a	n/a	n/a	SRI KERDAU COMMODITIES SDN BHD	2020	Group Cert
		n/a	n/a	n/a	LIM AH CHEU & SONS TRADING S/B	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATION SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE S/B	2020	Group Cert
		n/a	n/a	n/a	DELLOYD PLANTATION S/B	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENT	2020	Group Cert
		n/a	n/a	n/a	POH LIM ENT	2020	Group Cert
		n/a	n/a	n/a	CHEW AH WAH S/B	2020	Group Cert
		n/a	n/a	n/a	PKC & SONS S/B	2020	Group Cert
		n/a	n/a	n/a	SEPAKAT MAJU MESRA S/B	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) S/B	2020	Group Cert

RSPO Public Summary Report
Revision 7 (Aug /2018)

		n/a	n/a	n/a	JASA BINA	2020	Group Cert
		n/a	n/a	n/a	BKF S/B	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert
		n/a	n/a	n/a	MALPOM INDUSTRIES BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT S/B	2020	Group Cert
		n/a	n/a	n/a	SAMURI BIN KACHONG	2020	Group Cert
		n/a	n/a	n/a	KOPERASI PEN SAWIT MAMPAN KUALA SELANGOR BHD	2020	Group Cert
65	KS PASOH	n/a	n/a	n/a	TERAS KOMBINASI ENT	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 1	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 2	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 3	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Pasoh 4	2020	Group Cert
		n/a	n/a	n/a	FELDA TITI 2	2020	Group Cert
		n/a	n/a	n/a	BINGAN JAYA SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SINN HUP ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	TAI ICHI ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	SYARIKAT CHIONG KIAU	2020	Group Cert
		n/a	n/a	n/a	RISDA PLANTATIONS SDN BHD (SEREMBAN)	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PERTUBUHAN PELADANG KAWASAN PASOH	2020	Group Cert
n/a	n/a	n/a	KIM MA OIL PALM (TRANSPORT) SDN BHD	2020	Group Cert		
n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert		

66	KS KAHANG	n/a	n/a	n/a	FELDA/FTP Kahang Barat	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Kahang Timur	2020	Group Cert
		n/a	n/a	n/a	FELDA/FTP Kahang Ulu dengar	2020	Group Cert
		n/a	n/a	n/a	SH TRADING CO KLUANG SDN BHD	2020	Group Cert
		n/a	n/a	n/a	FONG TAK DEVELOPMENT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KUASA MY ENTERPRISE	2020	Group Cert
		n/a	n/a	n/a	SERN LEE ENTERPRISE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	KIM MA OIL PLAM (TRANSPORT) SDN BHD	2020	Group Cert
		n/a	n/a	n/a	ENG HUAT LATEX CONCENTRATE SDN BHD	2020	Group Cert
		n/a	n/a	n/a	AA SAWIT SDN BHD	2020	Group Cert
		n/a	n/a	n/a	PER BUAH KELAPA SAWIT SALIM	2020	Group Cert
		n/a	n/a	n/a	UN KENG TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	GUAN LENG TRADING SDN BHD	2020	Group Cert
		n/a	n/a	n/a	WETOP SDN BHD	2020	Group Cert
		n/a	n/a	n/a	MAGICAL WEALTH S/B	2020	Group Cert
		n/a	n/a	n/a	BAKTI MAS BINA S/B	2020	Group Cert
n/a	n/a	n/a	PCT OIL PALM TRADING S/B	2020	Group Cert		
n/a	n/a	n/a	JEMALUANG KEBUN KECHIL & KELAPA S	2020	Group Cert		

2021							
67	Asian Plantation Milling Sdn. Bhd	Incosetia Sdn. Bhd	2021	Group Cert	Internal Audit	tbd	
		Kronos plantations Sdn. Bhd	2021	Group Cert		tbd	
		Fortune Plantation Sdn. Bhd	2021	Group Cert		tbd	
		BJ Corporation Sdn. Bhd	2021	Group Cert		tbd	
68	Tanah Emas Oil Palm Processing	Sri Kehuma	2021	Group Cert	Internal Audit	tbd	
		Yapidmas AE	2021	Group Cert		tbd	
		Tanah Emas Corporation Berhad (TECB)	2021	Group Cert		tbd	
		Ladang Kluang	2021	Group Cert		tbd	
		Yapidmas D	2021	Group Cert		tbd	
		Sri Mosta 1	2021	Group Cert		tbd	
		Sri Mosta 2	2021	Group Cert		tbd	
		Sri Mosta 3	2021	Group Cert		tbd	
		Cepat Ringgit A	2021	Group Cert		tbd	
		Cepat Ringgit B	2021	Group Cert		tbd	
		Cepat Ringgit D	2021	Group Cert		tbd	
		Karamuak	2021	Group Cert		tbd	
Sg Milian	2021	Group Cert	tbd				
Sg Imbak	2021	Group Cert	tbd				
Kuamut	2021	Group Cert	tbd				
69	PT CITRA NIAGA PERKASA	TBA	2021	INA-NIWG	Internal Audit	tbd	
70	PT TEMILIA AGRO ABADI	TBA	2021	INA-NIWG	Internal Audit	tbd	

RSPO Public Summary Report
Revision 7 (Aug /2018)

71	FGV estate without mills	TBA	2021	MYNI 2014	Internal Audit	FGVPM Paloh	Certified under Kulim Berhad (Ladang Kulim POM)
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n/a - not applicable
 tbd - to be determine

Individual External FFB Supplier will be updated from time to time within the time bound plan period. The list may varies due to the supplier preferences which mill List of External FFB Suppliers are based on 2018 active supplier list.
 Certification Standard for Felda/FTP, Independent Settlers and Third Party FFB suppliers are subject to change.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in **2017** for **Bukit Sagu Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2018** for **Bukit Sagu Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.12
PKO	1.12

Extraction	%
OER	19.42
KER	4.47

Production	t/yr
FFB Process	58,029.87
CPO Produced	11,269.40
PKO Produced	2,593.93

Land Use	Ha
OP Planted Area	7,990.25
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0
Total	7,990.25

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	68,662.13	1.18	-	-	-	-	-	-
CO ₂ Emission from fertilizer	3,287.08	0.06	-	-	-	-	-	-

RSPO Public Summary Report
Revision 7 (Aug /2018)

NO ₂ Emission	3,346.71	0.06	-	-	-	-	-	-
Fuel Consumption	353.32	0.01	-	-	-	-	-	-
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-65,082.58	- 1.12	-	-	-	-	-	-
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	10,566.66	0.18	-	-	-	-	-	-

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3,992.52	0.07
Fuel Consumption	391.67	0.01
Grid Electricity Utilisation	613.16	0.01
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-	-
Total	4,997.35	0.09

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	2,912.14
PK from other source	-
Fuel Consumptions	-
Total Crusher emissions	-

*This mill has no kernel crusher operation.

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

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

Appendix D: General Chain of Custody Requirements for the Supply Chain

General Chain of Custody Requirements for the Supply Chain			
Requirement	Evidence	Compliance (Yes/No/N/A)	
5.1 Applicability of the general chain of custody requirements for the supply chain			
5.1.1	The General Chain of Custody requirements of the RSPO Supply Chain Standard shall apply to any organization throughout the supply chain that takes legal ownership and physically handles RSPO Certified Sustainable oil palm products at a location under the control of the organization including outsourced contractors. After the end product manufacturer, there is no further requirement for certification.	FGV headquarter has the physically handle the RSPO Certified Sustainable oil palm products. All trading, contract and sales are managed by Marketing & Logistic department at HQ and held the palmTrace registration number for respective mill (Lepar Hilir Palm Oil Mill: RSPO_ PO1000001320).	Yes
5.1.2	Traders and distributors require a licence obtained from RSPO Secretariat to sell RSPO certified product but do not themselves require certification. When selling RSPO certified products, a licensed trader and/or distributor shall pass on the certification number of the product manufacturer and the applicable supply chain model.	Lepar Hilir POM is not a trader or distributor.	N/A
5.1.3	Either the operator at site level or its parent company seeking certification shall be a member of the RSPO and shall register on the RSPO IT platform.	Felda Global Ventures Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016. Company has registered in PalmTrace system as follows: Members ID – Felda Global Ventures Plantations (M) Sdn Bhd Lepar Hilir Palm Oil Mill: (RSPO_PO1000001320) Member category : Oil Mill	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.1.4	Processing aids do not need to be included within an organization's scope of certification.	Processing aids was not in used at Lepar Hilir Palm oil Mill.	N/A
5.2 Supply chain model			
5.2.1	The site can only use the same supply chain model as its supplier or go to a less strict system. Declassification/downgrading can only be done in the following order: Identity Preserved -> Segregated -> Mass Balance.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim. The supply chain model for Lepar Hilir POM was Mass Balance Module.	Yes
5.2.2	The site can use one (1) or a combination of supply chain models as audited and certified by the CB.	Lepar Hilir Palm Oil Mill was certified with Mass Balance Module	Yes
5.3. Documented Procedures			
5.3.1	The site shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim.	Yes
	<ul style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). 	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

		Last training was conducted on 12/11/2018 which involved weighbridge operator, auxiliary police, laboratory analyst, grader and office clerk. Sighted the minutes of the training and attendance list.	
	<ul style="list-style-type: none"> Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the organization's procedures for the implementation of this standard. 	<p>Role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements was describe in the procedure 'Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0"</p> <p>As per procedure, it was stated that the Mill Manager as a chairman for SCC committee at Lepar Hilir POM assisted by Assistant Mill Managers. The job descriptions were identified in the procedure accordingly.</p>	Yes
5.3.2	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organization;</p> <p>i) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p>	<p>Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered the internal audit under Certification & Due Diligence (CDD), Sustainability & Environmental Department (SED), FGVH responsibility. The internal audit will be plan annually before CB audit.</p> <p>Internal audit was done on 16/11/2018 by CDD department. No NCR was raised by internal auditor.</p>	Yes
	<p>ii) Effectively implements and maintains the standard requirements within its organization.</p>	<p>The procedure was implemented and maintained by the management. The records (for example Internal audit report done on 16/11/2018 by CDD department) was available for verification. No NCR was raised during the internal audit.</p>	Yes
5.4. Purchasing and goods in			

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

<p>5.4.1</p>	<p>The receiving site shall ensure that purchases of RSPO certified oil palm products are in compliance and the following minimum information for RSPO certified products is made available by the supplier in document form:</p> <ul style="list-style-type: none"> • The name and address of the buyer; • The name and address of the seller; • The loading or shipment/delivery date; • The date on which the documents were issued; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations); • The quantity of the products delivered; • Any related transport documentation; • Supply Chain certificate number of the seller; • A unique identification number 	<p>The daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified FFB. Records verified by internal and external audit.</p> <p>Lepar Hilir POM has system to verify at the weighbridge. Sighted sampled as following:</p> <p>A) Within Lepar Hilir Certification Unit</p> <ol style="list-style-type: none"> 1. FGVPM Lepar Hilir 06 Despatch Note: 2866780 Weighbridge Ticket: A00037685 Date: 29/11/18 Phase: 007 Tonnage: 9.45mt Transporter: CCE4985 2. FGVPM Lepar Hilir 08 Despatch Note: 0088758 Weighbridge Ticket: A00037695 Date: 29/11/18 Phase: 017 Tonnage: 11.16 mt Transporter: AM9901 3. FGVPM Lepar Hilir 05 Despatch Note: 0246366 Weighbridge Ticket: A00005989 Date: 7/3/18 Phase: 008 Tonnage: 3.88 mt Transporter: CAS5188 	<p>Yes</p>
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RSPO Public Summary Report
Revision 7 (Aug /2018)

		<p>All the certified estate was registered in the Mill Performance Report System (MPR). During the audit, the auditor was verified the system and confirmed that 3 estate (FGVPM Lepar Hilir 5, FGVPM Lepar Hilir 6, FGVPM Lepar Hilir 8) were registered as supplier for FFB-RSPO.</p> <p>B) Non-certified Supplier</p> <p>1. Tai Ichi Enterprise Sdn Bhd MPOB License: 505536-115000 Despatch Note: 1477016 Weighbridge ticket: A00039951 Date: 17/12/18 Tonnage: 5.59 mt Transporter: Tai Ichi Enterprise Sdn Bhd</p> <p>2. Felda Lepar Hilir 01 Despatch Note: 60577 Weighbridge ticket: A00039933 Date: 18/12/18 Tonnage: 4.39 mt Transporter: Pengangkutan Blok 5</p>	
	<ul style="list-style-type: none"> Information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation). 	<p>Lepar Hilir POM received FFB from own estate and non-certified estate.</p> <p>Lepar Hilir POM has system to verify at the weighbridge. Sighted sampled as following:</p> <p>A) Within Lepar Hilir Certification Unit</p>	<p>Yes</p>

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

		<p>1. FGVPM Lepar Hilir 06 Despatch Note: 2866780 Weighbridge Ticket: A00037685 Date: 29/11/18 Phase: 007 Tonnage: 9.45mt Transporter: CCE4985</p> <p>2. FGVPM Lepar Hilir 08 Despatch Note: 0088758 Weighbridge Ticket: A00037695 Date: 29/11/18 Phase: 017 Tonnage: 11.16 mt Transporter: AM9901</p> <p>3. FGVPM Lepar Hilir 05 Despatch Note: 0246366 Weighbridge Ticket: A00005989 Date: 7/3/18 Phase: 008 Tonnage: 3.88 mt Transporter: CAS5188</p> <p>All the certified estate was registered in the Mill Performance Report System (MPR). During the audit, the auditor was verified the system and confirmed that 3 estate (FGVPM Lepar Hilir 5, FGVPM Lepar Hilir 6, FGVPM Lepar Hilir 8) were registered as supplier for FFB-RSPO.</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

		<p>B) Non-certified Supplier</p> <p>1. Tai Ichi Enterprise Sdn Bhd MPOB License: 505536-115000 Despatch Note: 1477016 Weighbridge ticket: A00039951 Date: 17/12/18 Tonnage: 5.59 mt Transporter: Tai Ichi Enterprise Sdn Bhd</p> <p>2. Felda Lepar Hilir 01 Despatch Note: 60577 Weighbridge ticket: A00039933 Date: 18/12/18 Tonnage: 4.39 mt Transporter: Pengangkutan Blok 5</p>	
	<ul style="list-style-type: none"> The site receiving RSPO certified oil palm products shall ensure that the products are verified as being RSPO certified. For sites that are required to announce and confirm trades in the RSPO IT platform, this shall include making Shipping Announcements/Announcements and Confirmations on the RSPO IT platform per shipment or group shipments. Refer to section 5.7.1 of this document for further guidance. 	<p>Lepar Hilir POM received FFB from own estate and non-certified estate.</p> <p>Lepar Hilir POM has system to verify at the weighbridge. Sighted sampled as following:</p> <p>A) Within Lepar Hilir Certification Unit</p> <p>1. FGVPM Lepar Hilir 06 Despatch Note: 2866780 Weighbridge Ticket: A00037685 Date: 29/11/18 Phase: 007 Tonnage: 9.45mt Transporter: CCE4985</p>	<p>Yes</p>

		<p>2. FGVPM Lepar Hilir 08 Despatch Note: 0088758 Weighbridge Ticket: A00037695 Date: 29/11/18 Phase: 017 Tonnage: 11.16 mt Transporter: AM9901</p> <p>3. FGVPM Lepar Hilir 05 Despatch Note: 0246366 Weighbridge Ticket: A00005989 Date: 7/3/18 Phase: 008 Tonnage: 3.88 mt Transporter: CAS5188</p> <p>All the certified estate was registered in the Mill Performance Report System (MPR). During the audit, the auditor was verified the system and confirmed that 3 estate (FGVPM Lepar Hilir 5, FGVPM Lepar Hilir 6, FGVPM Lepar Hilir 8) were registered as supplier for FFB-RSPO.</p> <p>B) Non-certified Supplier</p> <p>1. Tai Ichi Enterprise Sdn Bhd MPOB License: 505536-115000 Despatch Note: 1477016 Weighbridge ticket: A00039951 Date: 17/12/18 Tonnage: 5.59 mt</p>	
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		<p>Transporter: Tai Ichi Enterprise Sdn Bhd</p> <p>2. Felda Lepar Hilir 01 Despatch Note: 60577 Weighbridge ticket: A00039933 Date: 18/12/18 Tonnage: 4.39 mt Transporter: Pengangkutan Blok 5</p>	
	<ul style="list-style-type: none"> A check of the validity of the Supply Chain Certification of suppliers is required for all sites that are SC certified. This shall be checked via the list of RSPO Supply Chain Certified sites on the RSPO website (w32) at least annually or through the RSPO IT Platform by confirmation of (shipping) announcements. 	<p>Lepar Hilir POM received FFB from own estate and non-certified estate.</p> <p>Lepar Hilir POM has system to verify at the weighbridge. Sighted sampled as following:</p> <p><u>Within Lepar Hilir Certification Unit:</u></p> <p>1. FGVPM Lepar Hilir 06 Despatch Note: 2866780 Weighbridge Ticket: A00037685 Date: 29/11/18 Phase: 007 Tonnage: 9.45mt Transporter: CCE4985</p> <p>2. FGVPM Lepar Hilir 08 Despatch Note: 0088758 Weighbridge Ticket: A00037695 Date: 29/11/18 Phase: 017 Tonnage: 11.16 mt Transporter: AM9901</p>	<p>Yes</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

		<p>3. FGVPM Lepar Hilir 05 Despatch Note: 0246366 Weighbridge Ticket: A00005989 Date: 7/3/18 Phase: 008 Tonnage: 3.88 mt Transporter: CAS5188</p> <p>All the certified estate was registered in the Mill Performance Report System (MPR). During the audit, the auditor was verified the system and confirmed that 3 estate (FGVPM Lepar Hilir 5, FGVPM Lepar Hilir 6, FGVPM Lepar Hilir 8) were registered as supplier for FFB-RSPO.</p>	
	<ul style="list-style-type: none"> The validity of license for traders and distributors shall also be checked via the RSPO website at least annually or through the RSPO IT platform by confirmation of shipping announcements / announcements. 	<p>There was no trader at Lepar Hilir POM.</p>	<p>N/A</p>
<p>5.4.2</p>	<p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	<p>Mechanism in place for handling non-conforming oil palm products and/or documents was describe in the Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0. There was 2 type of handling nonconforming oil palm products:</p> <ol style="list-style-type: none"> "Alih Hantar"- FFB from other POM will be downgraded to non-certified if no segregation at ramp. "Alih Arah"- FFB from other estate (outside Lepar Hilir CU) will be treated as certified if there was a copy of certificate and documents during the despatch. 	<p>Yes</p>

		The POM need to verify the validity of the RSPO certificate through RSPO website (www.rspo.org) for the outside suppliers (other certification units). However, during the audit no outside suppliers (other certification units) sent the FFB to Lepar Hilir POM. The internal control was found adequate.	
5.5. Outsourcing activities –			
5.5.1	<p>In cases where an operation seeking or holding certification outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the operation seeking or holding certification shall ensure that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard. A CPO mill and independent mil cannot outsource processing activities like refining or crushing.</p> <p>This requirement is not applicable to outsourced storage facilities where the management of the oil palm product(s) and instructions for tank movements are controlled by the certified organization (not the tank farm manager).</p>	No outsource activity at Lepar Hilir POM.	N/A
5.5.2	<p>Sites which include outsourcing within the scope of their RSPO Supply Chain certificate shall ensure the following:</p> <p>a. The site has legal ownership of all input material to be included in outsourced processes;</p>	No outsource activity at Lepar Hilir POM.	N/A
	<p>b. The site has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the site to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary.</p>	No outsource activity at Lepar Hilir POM.	N/A

	c. The site has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.	No outsource activity at Lepar Hilir POM.	N/A
	d. The site seeking or holding certification shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and any and all information, when this is announced in advance.	No outsource activity at Lepar Hilir POM.	N/A
5.5.3	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	No outsource activity at Lepar Hilir POM.	N/A
5.5.4	The site shall at its next audit inform its CB of the names and contact details of any new contractor used for the processing or physical handling of RSPO certified oil palm products.	No outsource activity at Lepar Hilir POM.	N/A
5.6. Sales and goods out			
5.6.1	<p>The supplying site shall ensure that the following minimum information for RSPO certified products is made available in document form.</p> <ul style="list-style-type: none"> • The name and address of the buyer; • The name and address of the seller; • The loading or shipment/ delivery date; • The date on which the documents were issued; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations); • The quantity of the products delivered; • Any related transport documentation; 	<p>Sales of RSPO certified products for CSPO and CSPK were start to despatch on March 18.</p> <p>Sample the weighbridge ticket as below:</p> <p>Buyer: FGV Biotechnologies Sdn Bhd, Kuantan Contract No: RSPO51250 Product: CSPO Despatch Note: H00000269 Date: 26/4/2018 Quantity: 37.74 mt Transport: Felda Transport Services Sdn Bhd Certificate: RSPO666405</p>	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<ul style="list-style-type: none"> • Supply chain certificate number of the seller; • A unique identification number 	<p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6957M Product: CSPK Despatch Note: L00000045 Date: 29/3/18 Quantity: 44.20 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p> <p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6961M Product: CSPK Despatch Note: L00000061 Date: 30/4/18 Quantity: 44.21 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p>	
	<ul style="list-style-type: none"> • Information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation). 	<p>Sales of RSPO certified products for CSPO and CSPK were start to despatch on March 18.</p> <p>Sample the weighbridge ticket as below:</p> <p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6957M Product: CSPK Despatch Note: L00000045 Date: 29/3/18 Quantity: 44.20 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p>	<p>Yes</p>

**RSP0 Public Summary Report
Revision 7 (Aug /2018)**

		<p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6961M Product: CSPK Despatch Note: L00000061 Date: 30/4/18 Quantity: 44.21 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p>	
	<ul style="list-style-type: none"> For sites that are required to announce and confirm trades in the RSP0 IT platform, this shall include making Shipping Announcements / Announcements and Confirmations on the RSP0 IT platform per shipment or group of shipments. Refer to section 5.7.1 of this document for further guidance. 	<p>Sales of RSP0 certified products for CSPO and CSPK were start to despatch on March 18.</p> <p>Sample the weighbridge ticket as below:</p> <p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6957M Product: CSPK Despatch Note: L00000045 Date: 29/3/18 Quantity: 44.20 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p> <p>Buyer: Kilang Isi Sawit Semambu, Kuantan, Pahang Contract No: RSPG6961M Product: CSPK Despatch Note: L00000061 Date: 30/4/18 Quantity: 44.21 mt Transport: Felda Transport Services Sdn Bhd Certificate No: RSP0666408</p>	<p>Yes</p>

5.7. Registration of transactions			
5.7.1	<p>Supply chain actors who:</p> <ul style="list-style-type: none"> • Are mills, traders, crushers and refineries and; • Take legal ownership and/or physically handle RSPO Certified Sustainable oil palm products that are available in the yield scheme of the RSPO IT Platform (Figure 2 and 3, Refer Annex 1) shall register their transaction in the RSPO IT platform and confirm upon receipt where applicable. 	<p>Felda Global Ventures Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016.</p> <p>Company has registered in PalmTrace system as follows:</p> <p>Members ID – Felda Global Ventures Plantations (M) Sdn Bhd Lepar Hilir Palm Oil Mill: (RSPO_PO1000001320)</p> <p>Member category : Oil Mill</p>	Yes
5.7.2	<p>The involved supply chain actors mentioned in 5.7.1 shall do the following actions in the RSPO IT Platform:</p> <ul style="list-style-type: none"> • Shipping Announcement / Announcement: When RSPO certified volume is sold as certified, the volumes of products that are in the yield scheme (Figure 2 and 3, refer Annex 1) shall be registered as a Shipping Announcement / Announcement in the RSPO IT Platform. The declaration time to do Shipping announcement / Announcement is based on members' own standard operating procedures. 	<p>Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established. FPISB (logistic department) was responsible to do an announcement in the RSPO IT Platform. The shipping announcement will be done maximum 1 month after the contract completed.</p> <p>Sampled the shipping announcement as below:</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO50902 Transaction ID: TR-3106cc7e-f2ce Product: CSPO Quantity: 275.79 mt Shipping/BL Date: 21/11/2018</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO51250 Transaction ID: TR-9485ce72-78c2 Product: CSPO Quantity: 79.81 Shipping/BL Date: 21/11/2018</p> <p>Buyer: Kilang Isi Sawit Semambu</p>	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

		<p>Contract No: RSPG6957M Transaction ID: TR-55186c3d-b1d2 Product: CSPK Quantity: 157.34 mt Shipping/BL Date: 20/4/18</p> <p>Buyer: Kilang Isi Sawit Semambu Contract No: RSPG6961M Transaction ID: TR-d5f1147b-0a3d Product: CSPK Quantity: 356 mt Shipping/BL Date: 8/6/18</p>	
	<ul style="list-style-type: none"> Trace: When RSPO certified volumes are sold as RSPO certified to actors in the supply chain beyond the refinery, the volume shall be traced at least annually. Tracing triggers the generation of a trace document with a unique traceability number. Tracing can be done in a consolidated way at least annually. 	<p>Sampled the shipping announcement as below:</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO50902 Transaction ID: TR-3106cc7e-f2ce Product: CSPO Quantity: 275.79 mt Shipping/BL Date: 21/11/2018</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO51250 Transaction ID: TR-9485ce72-78c2 Product: CSPO Quantity: 79.81 Shipping/BL Date: 21/11/2018</p> <p>Buyer: Kilang Isi Sawit Semambu Contract No: RSPG6957M Transaction ID: TR-55186c3d-b1d2 Product: CSPK</p>	<p>Yes</p>

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>Quantity: 157.34 mt Shipping/BL Date: 20/4/18</p> <p>Buyer: Kilang Isi Sawit Semambu Contract No: RSPG6961M Transaction ID: TR-d5f1147b-0a3d Product: CSPK Quantity: 356 mt Shipping/BL Date: 8/6/18</p>	
<ul style="list-style-type: none"> Remove: RSPO certified volumes sold under other scheme or as conventional, or in case of underproduction, loss or damage shall be removed. 	As stated in the Public Summary Report.	Yes
<ul style="list-style-type: none"> Confirm: Acknowledge the purchase of RSPO certified volume by confirming Shipping Announcements / Announcements. 	<p>Sampled the shipping announcement as below:</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO50902 Transaction ID: TR-3106cc7e-f2ce Product: CSPO Quantity: 275.79 mt Shipping/BL Date: 21/11/2018</p> <p>Buyer: FGV Biotechnologies Sdn Bhd Contract No: RSPO51250 Transaction ID: TR-9485ce72-78c2 Product: CSPO Quantity: 79.81 Shipping/BL Date: 21/11/2018</p> <p>Buyer: Kilang Isi Sawit Semambu Contract No: RSPG6957M</p>	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

		<p>Transaction ID: TR-55186c3d-b1d2 Product: CSPK Quantity: 157.34 mt Shipping/BL Date: 20/4/18</p> <p>Buyer: Kilang Isi Sawit Semambu Contract No: RSPG6961M Transaction ID: TR-d5f1147b-0a3d Product: CSPK Quantity: 356 mt Shipping/BL Date: 8/6/18</p>	
5.8. Training			
5.8.1	The organization shall have a training plan on RSPO Supply Chain Standards requirements, which is subject to on-going review and is supported by records of the training provided to staff.	<p>Procedure namely Mill RSPO SCC (Mass Balance), FGVP-MSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.</p> <p>Last training was conducted on 12/11/2018 which involved weighbridge operator, auxiliary police, laboratory analyst, grader and etc. Sighted the minutes of the training and attendance list.</p>	Yes
5.8.2	Appropriate training shall be provided by the organization for personnel carrying out the tasks critical to the effective implementation of the supply chain certification standard requirements. Training shall be specific and relevant to the task(s) performed.	<p>Last training was conducted on 12/11/2018 which involved weighbridge operator, auxiliary police, laboratory analyst, grader and etc. Sighted the minutes of the training and attendance list.</p>	Yes
5.9. Record Keeping			

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.9.1	The organization shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification Standard requirements.	Lepar Hilir Palm Oil Mill has maintained the accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements.	Yes
5.9.2	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Procedure namely Mill RSPO SCC (Mass Balance), FGVP-MSPO SCC, dated:11/6/2018, version: 3.0 has defined at least 2 years of retention time for all records and report.	Yes
5.9.3	The organization shall be able to provide the estimate volume of palm oil/palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up to date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months.	The forecast volume for February 19 – January 2020 was stated in the public summary report.	Yes
5.10. Conversion factors			
5.10.1	Where applicable a conversion rate shall be applied to provide a reliable estimate for the amount of certified output available from the associated inputs. Organizations may determine and set their own conversion rates which shall be based upon past experience, documented and applied consistently. Guidance on conversion rates is published on the RSPO website (www.rspo.org); RSPO Rules for Physical Transition of Oleo-chemicals and its Derivatives. This is relevant for derivatives of Palm Oil and Palm Kernel Oil, as used in the oleo-chemical and personal care industries.	Not applicable	N/A
5.10.2	Conversion rates shall be periodically updated to ensure accuracy against actual performance or industry average if appropriate.	Not applicable	N/A
5.11. Claims			

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.11.1	The site shall only make claims regarding the use of or support of RSPO certified oil palm products that are in compliance with the RSPO Rules on Market Communications and Claims.	Not in use.	N/A
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated that the communication will be done by FGVHB.	Yes
4.2	In corporate communications a member is allowed to: a. display its RSPO membership status b. display the RSPO web address (www.rspo.org) c. state that the member supports the work of the RSPO d. state the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated on the corporate communication. The communication will be done by FGVHB.	Yes
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated that any statement will be done by FGVHB based on guideline by RSPO.	Yes
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated that any statement will be done by FGVHB based on guideline by RSPO.	Yes

RSPO Public Summary Report
Revision 7 (Aug /2018)

4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No use of RSPO corporate logo at Lepar Hilir POM.	Yes
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated on the business to business communication. All the products sold under certified product need to display the certificate number and model of RSPO SCC on the despatch note/weighbridge ticket.	Yes
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was clearly stated that all sale of certified oil palm products must be printed (at weighbridge ticket) with certificate number and RSPO SCC model.	Yes
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: A. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.	Lepar Hilir POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.	N/A

RSPO Public Summary Report
Revision 7 (Aug /2018)

	B. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.		
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product and the presence of certified palm oil contained within a product. This requirement is for the next supply chain actor and not applicable for POM.	N/A
Business to consumer communication			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A

RSPO Public Summary Report
Revision 7 (Aug /2018)

6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.5	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping	No business to consumer communication on product specific claim made Lepar Hilir POM and only produce crude and unfinished product. This is not applicable for POM.	N/A

	with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org .		
MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES			
Certified oil palm content (IP)			
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	Not applicable	N/A
Labelling and trademark (IP)			
	Members are allowed to use the RSPO label in one of the following ways: <ul style="list-style-type: none"> a. RSPO trademark which includes the tag 'CERTIFIED' or • RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. 	Not applicable	N/A
Messaging (IP)			

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. www.rspo.org • References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 	<p>Not applicable</p>	<p>N/A</p>
<p>MODULE B – MASS BALANCE SPECIFIC RULES</p>			
<p>Minimum Mass Balance content</p>			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>N/A</p>
	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in</p>	<p>Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product.</p>	

	<p>place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>		
<p>Labelling and trademark (MB)</p>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	<p>Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>N/A</p>
<p>Messaging (MB)</p>			

RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed. 	<p>Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>N/A</p>
	<p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Lepar Hilir POM is producing crude palm product and does not involved in any labelling of end product.</p>	<p>N/A</p>
<p>MODULE C – PARTIAL PRODUCT CLAIMS</p>			
	<p>To increase awareness among consumers of the availability of sustainable oil palm products and to help accelerate the uptake, it is permissible to make a claim on product when the percentage of the oil palm content is less than 95% certified, but only when the following conditions have been met:</p> <ul style="list-style-type: none"> • The member making the claim is the end product manufacturer, is an RSPO member and is certified against the RSPO SCCS or is an RSPO retailer member authorized to use the trademark by the RSPO. 	<p>Not applicable</p>	<p>N/A</p>

	<ul style="list-style-type: none"> • At least 50% of the oil palm content has been supplied through an RSPO certified supply chain as IP, SG or MB. • The remainder of the oil palm content that is not RSPO-certified is covered by the purchase of RSPO Credits to an equivalent volume. The product-specific claim is limited to only the following phrase: 'This product contributes to the production of certified sustainable palm oil'. The use of the RSPO label with this claim is mandatory and must include the tag '50% MIXED'. No other percentage is allowable within this claim. 		
MODULE D – COMBINED SUPPLY CHAIN MODELS SPECIFIC RULES			
	<p>Where a mixture of inputs supplied through different RSPO supply chain models are present in a product, the following applies:</p> <p>75% IP + 20% SG => 95% SG claim is made 65% SG + 30% MB => 95% MB claim is made 55% MB + 40% B&C => 95% partial product claim can be made 45% SG + 55% B&C < 50% B&C claim can be made</p>	Not applicable	N/A
	<p>Where one supply chain model accounts for 95% of the oil palm content, the claim for this specific model may be made:</p> <p>95% IP + 5% MB => 95% IP IP claim can be made 95% SG + 5% MB => 95% SG SG claim can be made 95% MB + 5% C => 95% MB MB claim can be made</p>	Not applicable	N/A
5.12. Complaints			

RSPO Public Summary Report
Revision 7 (Aug /2018)

5.12.1	The organization shall have in place and maintain documented procedures for collecting and resolving stakeholder complaints.	Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered complaint, communication and claim. The detail of the process of complaint, grievances, communication and claim need to be referred to Prosedur FGV (<i>Prosedur Menangani Aduan dan Rungutan</i>).	Yes
5.13. Management Review			
5.13.1	The organization is required to hold management reviews annually at planned intervals appropriate to the scale and nature of the activities undertaken	1 st management review for 2018 was conducted on 30/11/2018 where the meeting was chaired by Mill Manager.	Yes
5.13.2	The input to management review shall include information on: <ul style="list-style-type: none"> • Results of internal audits covering RSPO Supply Chain Certification Standard. • Customer feedback. • Status of preventive and corrective actions. • Follow-up actions from management reviews. • Changes that could affect the management system. • Recommendations for improvement. 	All the input was discussed accordingly during 1 st management review meeting for 2018. <ol style="list-style-type: none"> 1. No unresolved issue from last management review 2. No NCR raised by Internal Auditor 3. No preventive action/corrective action raised after the last management review 4. No customer feedback 5. Changes to the SOP for supply chain Recommendations for improvement – the data need to be reviewed and updated from time to time.	Yes
5.13.3	The output from the management review shall include any decisions and actions related to: <ul style="list-style-type: none"> • Improvement of the effectiveness of the management system and its processes • Resource needs. 	All the output was discussed accordingly during 1 st management review meeting for 2018. <ol style="list-style-type: none"> 1. Data for weighbridge, MPR system and date bank need to be reviewed. Resource needs: The discussion only related to the process activity. For the machineries and human resource, the management discuss during QOHSE management system.	Yes

Appendix E: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)

Requirements	Evidence For any N/A raised, justification is required.	Compliance (Yes / No or N/A)
E.1 Definition		
E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	Lepar Hilir POM received from own certification unit and non-certified FFB supplier. Lepar Hilir POM was certified with SC Module E: Mass Balance. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products	Yes
E.2 Explanation		
E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.	Yes
E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).	Felda Global Ventures Holdings Berhad held RSPO membership number: 1-0225-16-000-00 since 27 December 2016. Company has registered in PalmTrace system as follows: Members ID – Felda Global Ventures Plantations (M) Sdn Bhd Lepar Hilir Palm Oil Mill: (RSPO_PO1000001320) Member category : Oil Mill	Yes
E.3 Documented procedures		

RSPO Public Summary Report
Revision 7 (Aug /2018)

<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard.</p>	<p>Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.</p> <p>The mill manager and assistant manager have awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. During interview, he can demonstrate an awareness of the site procedures for the implementation of this standard.</p>	<p>Yes</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Procedure namely Mill RSPO SCC (Mass Balance), FGVPM-RSPO SCC, dated:11/6/2018, version: 3.0 was established which covered responsibility, reporting of certified CPO/PK, non-conformance material, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.</p>	<p>Yes</p>
<p>E.4 Purchasing and goods in</p>		
<p>E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.</p>	<p>The daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified FFB. Records verified by internal and external audit.</p> <p>Lepar Hilir POM has system to verify at the weighbridge. Sighted sampled as following:</p> <p>A) Within Lepar Hilir Certification Unit</p>	<p>Yes</p>

**RSPO Public Summary Report
Revision 7 (Aug /2018)**

<p>1. FGVPM Lepar Hilir 06 Despatch Note: 2866780 Weighbridge Ticket: A00037685 Date: 29/11/18 Phase: 007 Tonnage: 9.45mt Transporter: CCE4985</p> <p>2. FGVPM Lepar Hilir 08 Despatch Note: 0088758 Weighbridge Ticket: A00037695 Date: 29/11/18 Phase: 017 Tonnage: 11.16 mt Transporter: AM9901</p> <p>3. FGVPM Lepar Hilir 05 Despatch Note: 0246366 Weighbridge Ticket: A00005989 Date: 7/3/18 Phase: 008 Tonnage: 3.88 mt Transporter: CAS5188</p> <p>All the certified estate was registered in the Mill Performance Report System (MPR). During the audit, the auditor was verified the system and confirmed that 3 estate (FGVPM Lepar Hilir 5, FGVPM Lepar Hilir 6, FGVPM Lepar Hilir 8) were registered as supplier for FFB-RSPO.</p> <p>B) Non-certified Supplier</p>	
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RSPO Public Summary Report
Revision 7 (Aug /2018)

	<p>1. Tai Ichi Enterprise Sdn Bhd MPOB License: 505536-115000 Despatch Note: 1477016 Weighbridge ticket: A00039951 Date: 17/12/18 Tonnage: 5.59 mt Transporter: Tai Ichi Enterprise Sdn Bhd</p> <p>2. Felda Lepar Hilir 01 Despatch Note: 60577 Weighbridge ticket: A00039933 Date: 18/12/18 Tonnage: 4.39 mt Transporter: Pengangkutan Blok 5</p>	
<p>E.4.2 The site shall inform the CB immediately if there is a projected overproduction.</p>	<p>The documented procedure above specified the mechanism to notify CB in case of any projected overproduction of certified tonnage. Verification on-site confirmed that the relevant person-in-charge of supply chain aware of this procedure.</p>	<p>Yes</p>
<p>E.5 Record keeping</p>		
<p>E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.</p> <p>(b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three</p>	<p>The documented procedure above specified the mechanism to notify CB in case of any projected overproduction of certified tonnage. Verification on-site confirmed that the relevant person-in-charge of supply chain aware of this procedure.</p>	<p>Yes</p>

<p>months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>		
<p>E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement</p>	<p>No outsourcing activities</p>	<p>NA</p>

Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
1	Sep-17	6,355.18	2,419.54	8,774.73
2	Oct-17	6,244.07	2,308.43	8,552.51
3	Nov-17	6,132.96	2,197.32	8,330.29
4	Dec-17	6,021.85	2,086.21	8,108.07
5	Jan-18	5,910.74	1,975.10	7,885.85
6	Feb-18	5,799.63	1,863.99	7,663.63
7	Mar-18	6,577.40	2,641.76	9,219.17
8	Apr-18	6,688.51	2,752.87	9,441.39
9	May-18	6,799.62	2,863.98	9,663.61
10	Jun-18	6,910.73	2,975.09	9,885.83
11	Jul-18	7,021.84	3,086.20	10,108.05
12	Aug-18	7,132.95	3,197.31	10,330.27
Total		77,595.53	30,367.85	107,963.38
Note:				

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
1	Sep-17	1,297.09	314.58
2	Oct-17	1,274.42	309.08
3	Nov-17	1,251.74	303.58
4	Dec-17	1,229.06	298.08
5	Jan-18	1,206.38	292.58
6	Feb-18	1,183.71	287.08
7	Mar-18	1,342.45	325.58
8	Apr-18	1,365.13	331.08
9	May-18	1,387.80	336.58
10	Jun-18	1,410.48	342.08
11	Jul-18	1,433.16	347.58

RSPO Public Summary Report
Revision 7 (Aug /2018)

12	Aug-18	1,455.84	353.08
Total		15,837.25	3,840.98
Note:			

C. Records of Certified CPO & PK Sold under PalmTrace to Buyers since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	RSPG6957M	TR-55186c3db1d2	-	157.34
2	RSPG6961M	TR-d5f1147b-0a3d	-	356.00
3	RSPG6965M	TR-4d891424-c5fc	-	315.08
4	RSPG6969M	TR-4ee4bc5aeed9	-	360.15
5	RSPG6973M	TR-9aa7e07ae020	-	399.26
6	RSPG6977M	TR-51043329-08b4	-	447.24
7	RSPG6981M	TRcbd5db45-5c17	-	442.39
8	RSPG6985M	TR-1546c3e9-d603	-	450.72
9	F052160010918	TRa0470941-dd47	477.60	-
10	F050902010318	TR-3106cc7ef2ce	275.79	-
11	F051237010418	TR-b886f968-897e	200.38	-
12	F051250010418	TR-9485ce72-78c2	79.81	-
13	RSPG6989M	TR-7d4547f9-d116	-	44.16
Total			1,033.58	2,972.34
Note:				

D. Records of CPO & PK Sold under other schemes to Buyers since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
1	A	ISCC	1,161.93	-
Total			1,161.93	-
Note:				

E. Records of CPO & PK Sold as conventional to Buyers since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	A	9,499.35	-

RSPO Public Summary Report
Revision 7 (Aug /2018)

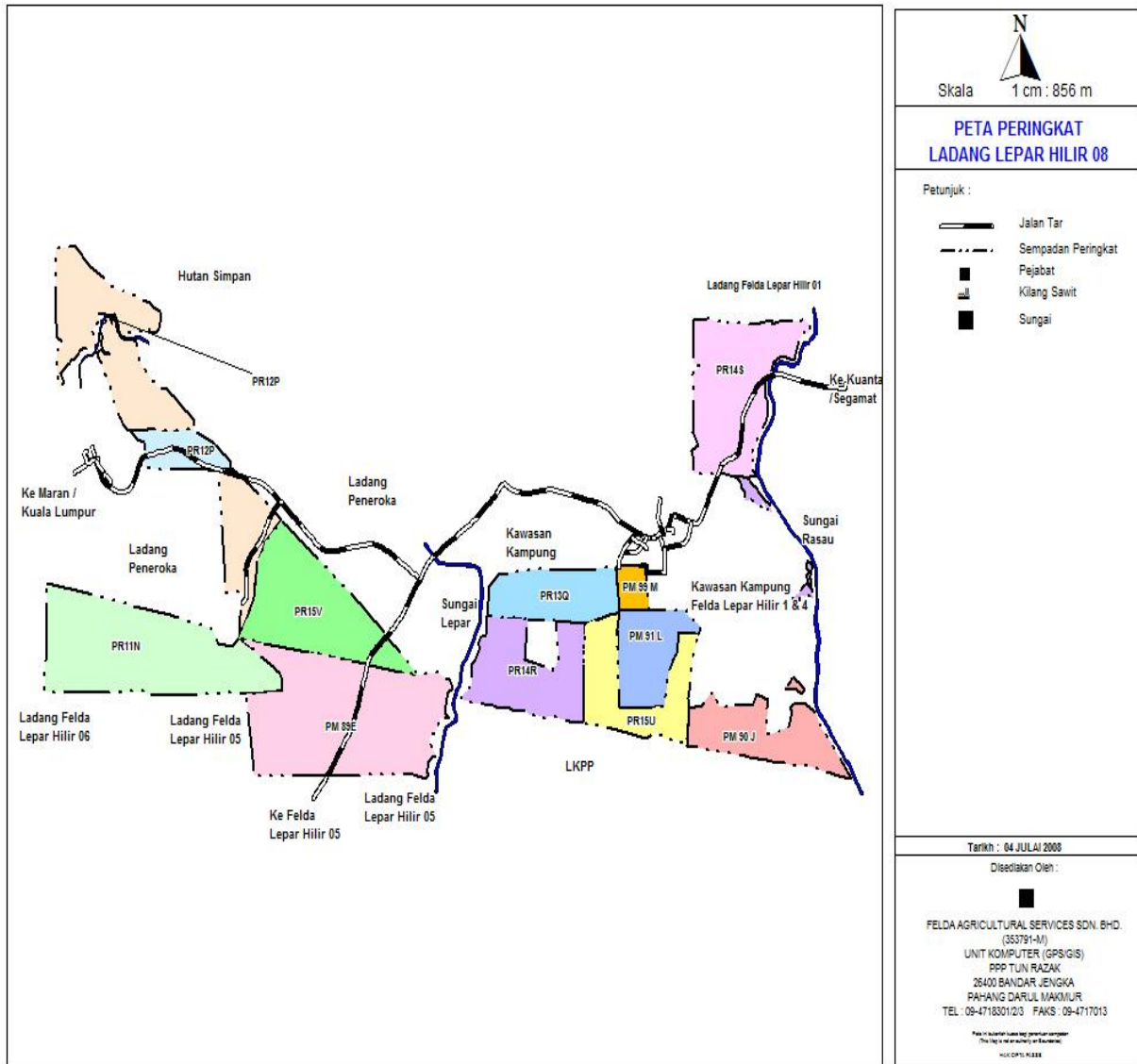
2	B	-	2,013.90
	Total	9,499.35	2,013.90
Note:			

F. Records of Certified CPO Sold under RSPO Credits to Buyers since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
Nil	n/a	n/a	n/a
Total	-	-	-
Note:			

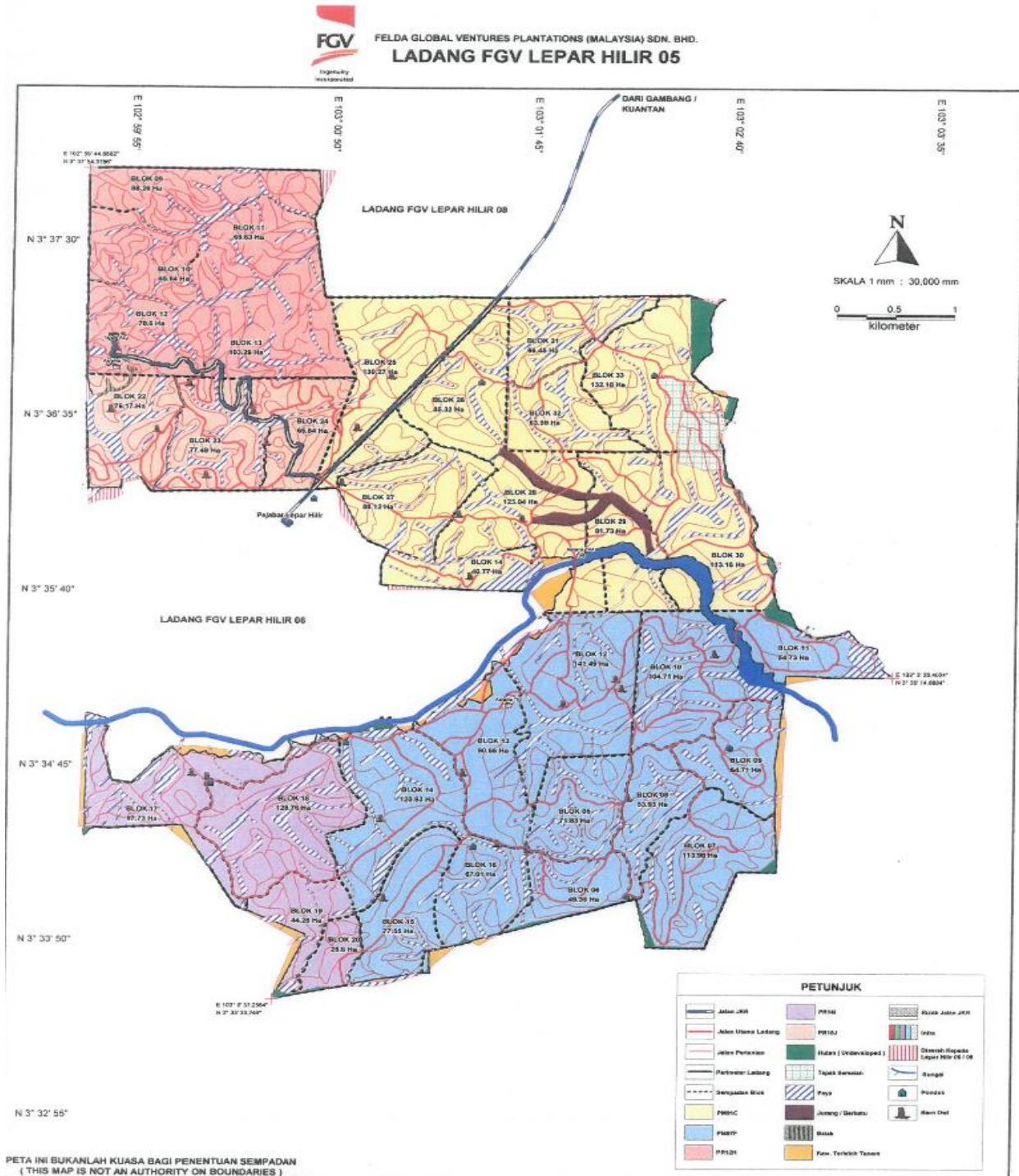
Appendix F: Location Map of Lepar Hilir Palm Oil Mill Certification Unit and Supply bases



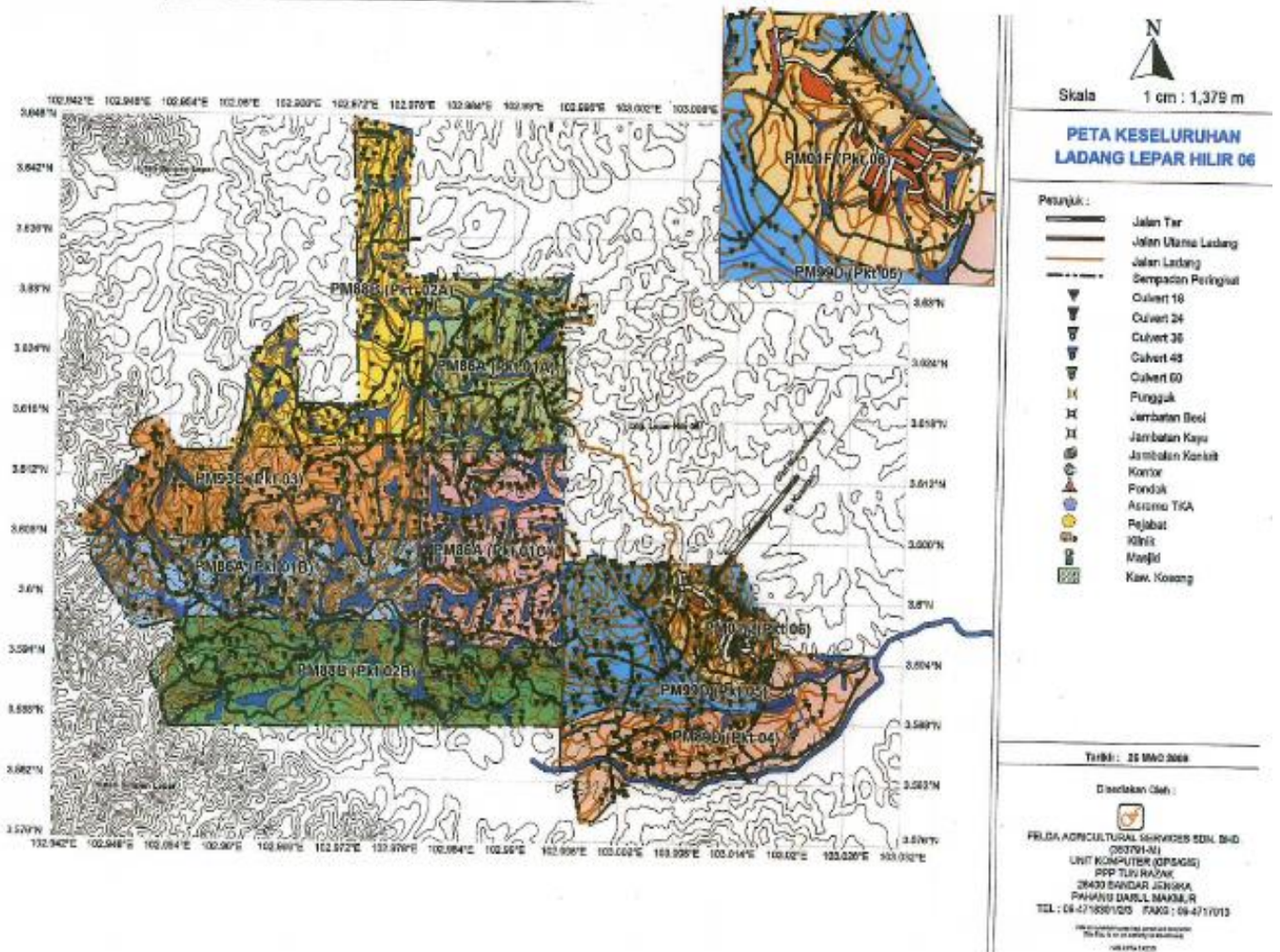
Appendix G : FGV Lepar Hilir 08 Estate



Appendix H: FGV Lepar Hilir 05 Estate



Appendix I: FGV Lepar Hilir 06 Estate



Appendix J: List of Smallholder Sampled

Not applicable

Appendix K: List of Abbreviations

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