

**RSPO PRINCIPLE AND CRITERIA –
RECERTIFICATION ASSESSMENT
Public Summary Report**

Client Company name (Parent Company): Wild Asia Sdn Bhd
Client company Address: Upper Penthouse, Wisma RKT, No. 2, Jalan Raja Abdullah, 50300 Kuala Lumpur, Federal Territory, Malaysia
Certification Unit: Wild Asia Group Scheme (WAGS) Perak Location of Certification Unit: No 1, Jalan Tiara 2, 31900 Kampar, Perak

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Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0138-13-000-00	Membership Approval Date	21/03/2013
Parent Company Name	Wild Asia Sdn Bhd (Wild Asia Group Scheme)		
Address	Upper Penthouse, Wisma RKT, No 2 Jalan Raja Abdullah, Kuala Lumpur, Federal Territory 50300 Malaysia		
Subsidiary (Certification Unit Name)	Wild Asia Group Scheme (WAGS) Perak		
Address	No 1, Jalan Tiara 2, 31900 Kampar, Perak.		
Contact Name	Lim Ying Ying		
Website	www.wildasia.org	E-mail	ying@wildasia.org
Telephone	603 6201 2150	Facsimile	N/A

2. Certification Information			
Certificate Number	RSPO 660787	Date of First Certification	20/03/2015
		Certificate Start Date	20/03/2020
		Certificate Expiry Date	19/03/2025
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Applicable Standards	RSPO Management System Requirements and Guidance for Group Certification of FFB Production March 2018		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 691031	MS 2530-2:2013 Part 2 : General Principles for Independent Smallholders	BSI Services Malaysia Sdn Bhd	03/10/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS Coordinates	
		Latitude	Longitude
Wild Asia Group Scheme (WAGS) Perak	No 1, Jalan Tiara 2, 31900 Kampar, Perak	4°19'13.17" N	101°8'53.16" E

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5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
100% Managed by TJC	120.79	-	-	120.79	100.00
Partially Managed by TJC	777.45	-	82.24	798.77	90.00
Orang Asli	175.54	-	0.61	176.15	100.00
Sawit Langkap Sdn Bhd	333.38	-	6.33	339.71	98.00
Total	1,407.16	-	89.18	1,435.42	94.00

Remark:

- i) Included the infrastructure into the total area such as houses of the smallholders.
- ii) The increase in the total planted was due to additional of 36 new members of 148.61 ha, total 69.73 ha of withdrawal of members, 39.17 ha of new additional new plots from existing members.
- iii) The 89.18 ha of infrastructure & other was included into total planted area during last year.
- iv) Difference of 10.63 ha due to unaccounted plot area from previous cycle due to error in farmer's estimation in Jakoa letter.

6. Plantings & Cycle							
Estate	Age (Years)					Mature**	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
100% Managed by TJC	3.59	1.22	26.92	6.21	82.85	117.20	3.59
Partially Managed by TJC	0.00	55.19	235.82	153.71	332.73	777.45	0.00
Orang Asli	1.21	38.85	70.40	45.24	19.84	174.33	1.21
Sawit Langkap Sdn Bhd	0.00	45.56	182.75	35.83	69.24	333.38	0.00
Total (ha)	4.80	140.82	515.89	240.99	504.66	1,402.36	4.80

7. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (Mar 2019 – Feb 2020)	Actual (Mar 2019 – Feb 2020)	Forecast (Mar 2020 – Feb 2021)
WAGS Perak	27,638.33	25,625.17	29,020.14

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Total	27,638.33	25,625.17	29,020.14
Remark: Extension volume of 0.1 MT.			

8. Certified Tonnage of FFB (from other certified unit(s)) if applicable *			
Estate	Tonnage / year		
	Estimated (Mar 2019 – Feb 2020)	Actual (Mar 2019 – Feb 2020)	Forecast (Mar 2020 – Feb 2021)
N/A	N/A	N/A	N/A

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier	Tonnage / year		
	Estimated (Mar 2019 – Feb 2020)	Actual (Mar 2019 – Feb 2020)	Forecast (Mar 2020 – Feb 2021)
N/A	N/A	N/A	N/A

10. Certified Tonnage			
Mill Capacity: N/A SCC Model: N/A	Estimated (Mar 2019 – Feb 2020)	Actual (Mar 2019 – Feb 2020)	Forecast (Mar 2020 – Feb 2021)
	FFB	FFB	FFB
	27,638.33	25,625.17	29,020.14
	CPO (OER: 18.40 %)	CPO (OER: 18.68 %)	CPO (OER: 20.00 %)
	12,265.16	4,786.78	5,804.03
	PK (KER: 5.45 %)	PK (KER: 5.40 %)	PK (KER: 5.00 %)
	1,506.28	1,383.76	1,451.01
	PKO (KER: 45%)	PKO (KER: 45 %)	PKO (KER: 45 %)
	678.04	622.69	652.95
	PKE (KER: 55%)	PKE (KER: 55 %)	PKE (KER: 55 %)
826.46	761.07	798.06	
Remark:			
1. There was an extension of volume as below: <ul style="list-style-type: none"> • FFB: 0.1 MT • CPO: 7,179.73 MT • PKO: 0.16 MT 2. Volume of CPO to be carried forward to Y2020= 5,703.92 MT			

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11. Actual Sold Volume (CPO) (Mar 2019 – Feb 2020)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
CPO (MT)	N/A	N/A	N/A	N/A	N/A

12. Actual Sold Volume (PK) (Mar 2019 – Feb 2020)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
PK (MT)	N/A	N/A	N/A	N/A	N/A

13. Actual Group certification Claims (Mar 2019 – Feb 2020)		
	Credit	Physical Volume (MT)
IS-CSPO	IP	500.00
IS-CSPKO	IP	678.00
IS-CSPKE	IP	800.00

Section 2: Assessment Process

Certification Body:

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

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 180 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Jakarta and Australia which involve in RSPO Certification Program.

2.1 Assessment Methodology, Programme, Site Visits

The on-site recertification assessment was conducted from 25 – 26/02/2020 and 2 – 6/03/2020 and closing meeting was conducted on 14/03/2020. The audit programme is included as Appendix D. 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 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 Certification requirement for Group Certification (2016) was used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat smallholders as an RSPO Certification Unit. The Group Manager was audited together with the 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.

Public notification of stakeholder consultation was made on 21/1/2020 in both RSPO and BSI's website (https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2020/public_notification_for_recertification_assessment_wild-asiaenglish-v2.pdf).

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between

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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 6 (Re- Certification)	Year 7 (ASA 1_1)	Year 8 (ASA 2_1)	Year 9 (ASA 3_1)	Year 10 (ASA 4_1)
Certified Smallholders	321	357	357	357	357
New Smallholders	36	-	-	-	-
Total Smallholders	357	357	357	357	357

Kindly refer to Appendix F for details smallholders list. Total smallholders sampled; existing: 20, new : 7

*Number of smallholder will change yearly depending on the increase and decrease of smallholders.

Tentative Date of Next Visit: February 1, 2021 - February 5, 2021

Total No. of Mandays: 18.0

2.2 BSI Assessment Team:

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Hu Ning Shing	Team Leader	She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She attended Endorsed MSPO Auditor and MSPO SCCS Lead Auditor Course in 2019. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social, legal, workers & stakeholders consultation and SCC for CPO mill. She is fluent in Bahasa Malaysia and English languages.
Vijay Kanna	Team Member	He holds a bachelor's degree in Agribusiness Science Management with Honours from University Utara Malaysia in 2010. He gained his working exposure in the plantation sector, serving as an Assistant Manager with KL Kepong and IOI Plantations and as a Sr. Assistant Manager with United Plantations Berhad. Throughout his 10 year tenure in the oil palm industry, he has been part of the operations team that implements standards within the estate such as RSPO, MSPO, ISCC and FINWATCH. He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in November 2019, endorsed RSPO P&C Lead Auditor Course in October 2019 and endorsed MSPO Lead Auditor Course in November 2019. During this assessment, he assessed on the aspects of Occupational, Health & Safety and estate best practises. He is fluent in Bahasa Malaysia and English languages.
Amir Bahari	Team Member	He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996. He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry. During the assessment he covered mills and estates best practices, workers consultation and occupational safety & health. He is fluent in both verbal/written in Bahasa Malaysia and English.
Muhamad Naquiuddin Mazeli	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

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		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. During assessment, he covered the mill and estate best practices and legal issues relevant to occupational safety, health and environmental including HCV as well as GHG.
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Accompanying Persons:

No.	Name	Role
N/A		

2.3 Assessment Plan

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

Date	Time	Subjects	HNS	VK	AB	MN
Tuesday 25/02/2020 Group Manager, KL Office	0900 - 0930	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). 	√	√	-	-
	0930 - 1230	Review member folders & key management documents	√	√	-	-
	1230 - 1330	Lunch	√	√	-	-
	1330 - 1600	Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, bio-D, ERT awareness, zero burning, best practices, site management and development of new planting (if any) Verify previous nonconformities.	√	√	-	-
Wednesday 26/02/2020 Group Manager, KL Office	0900 - 1300	Document Audit: Public documents, SOPs, Policies, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, Review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√	-	-
Sunday 01/03/2020	PM	Audit Team travel to Kampar. Check-in at Grand Kampar Hotel	√	√	√	√
Monday 02/03/2020	0900 - 1200	Document Audit: Traceability documents checks at Sawit Langkap	√	√	√	-
	1200 - 1300	Lunch	√	√	√	-

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Air Kuning, Perak Office	1300 – 1600	Existing Smallholder 1 – 3 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1600 - 1630	Interim closing meeting	√	√	√	-
Tuesday 03/03/2020 Air Kuning, Perak Office	0900 – 1200	Existing Smallholder 4 - 7 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1200 – 1300	Lunch	√	√	√	-
	1300 – 1600	Existing Smallholder 8 - 10 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1600 - 1630	Interim closing meeting	√	√	√	-
Wednesday 04/03/2020 Air Kuning, Perak Office	0900 – 1200	Existing Smallholder 11 - 13 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1000 – 1200	Stakeholder consultation	√	-	-	-
	1200 – 1300	Lunch	√	√	√	-
	1300 – 1600	Existing Smallholder 14 -16 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1600 - 1630	Interim closing meeting	√	√	√	-
Thursday 05/03/2020 Air Kuning, Perak Office	0900 – 1200	Existing Smallholder 17 - 18 and New Smallholder 1 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1200 – 1300	Lunch	√	√	√	-
	1300 – 1600	New Smallholder 2 - 4 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	1600 - 1630	Interim closing meeting	√	√	√	-
Friday 06/03/2020 Air Kuning, Perak Office	0900 – 1200	New Smallholder 5 - 7 Field activities – harvesting, spraying fertilizing, legal land use rights, land conflict, boundary pillars and riparian protection	√	√	√	-
	0900 – 1200	Document Audit: Traceability documents checks at TJC	-	-	-	√
	1200 – 1300	Lunch	√	√	√	√
	1300 – 1600	Continue with Document Audit: Traceability documents checks at TJC	√	√	√	√
	1600 - 1630	Interim closing meeting	√	√	√	√
Saturday 14/03/2020	0900 – 1300	Closing Meeting at Wild Asia HQ	√	-	-	-

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- Not applicable - Multiple Management Units / Time Bound Plan
- RSPO P&C 2018 Generic
- RSPO Group Certification Standard 2016
- RSPO Supply Chain Certification Standard 2017
- RSPO P&C National Interpretation

3.2 Time Bound Plan progress for multiple management units

Not applicable as this is group certification for independent smallholders.

Time Bound Plan		
Requirement	Remarks	Compliance
Does the plan include all current subsidiaries, estates and mills that is under the control of the holding company?	N/A	N/A
Have all the estates and mills certified within five years after obtaining RSPO membership?	N/A	N/A
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three-year from the date of acquisition. Certification plan for the new acquisition shall be available.	N/A	N/A
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	N/A	N/A
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	N/A	N/A
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	N/A	N/A
Un-Certified Units or Holdings		
No replacement after dates defined in NIs Criterion 7.3: <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. 	N/A	N/A
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	N/A	N/A

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. The RSPO RaCP tracker shall be checked to confirm for any land conflicts/Liabilities https://www.rspo.org/certification/remediation-and-compensation/racp-tracker . The progress on the Liabilities shall be verified and reported.	N/A	N/A
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.	N/A	N/A
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	N/A	N/A
Did the company conduct internal audit against the uncertified management units requirement? If yes, a positive assurance statement shall be available.	N/A	N/A
Have there been any stakeholder (including NGO) consultation conducted?	N/A	N/A

3.3 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	N/A	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 Certification Assessment there were two (2) Minor nonconformities and two (2) Opportunity for Improvement raised. The Wild Asia Group Certification (WAGS) Perak 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

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been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Minor Non-conformity			
NCR Ref #	1886390-202001-N1	Clause & Category (Major / Minor)	6.5.2 (Minor)
Date Issued	14/03/2020	Due Date	Next annual surveillance assessment
Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Employment contract for smallholder's workers are not available.		
Requirement Reference:	<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>If individual members employ workers or sub-contractors:</p> <ul style="list-style-type: none"> • employment contracts and conditions (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be explained in the language they understand 		
Objective Evidence:	One of the smallholder, WAGS-107 has employed 2 local workers (I/C No.: 961016-38-5XXX and 780529-08-5XXX) as drivers for monthly-pay basis. However, interviewed with the smallholder confirmed that no employment contract was available for the workers.		
Corrections:	As this is isolated case, WAGS conducted one on one briefing to farmer on social risks, workers right and worker's contract requirement.		
Root Cause Analysis:	Farmer has not implemented documented pay and conditions for their workers.		
Corrective Actions:	<ol style="list-style-type: none"> 1. WAGS to work with Farmer WAGS-107 to establish contract for the workers. 2. WAGS to ensure contract is explained to workers and both parties sign the contract. 		
Assessment Conclusion:	Corrective action plan accepted. The implementation of corrective action plan will be verified during next annual surveillance assessment.		

Minor Non-conformity			
NCR Ref #	1886390-202001-N2	Clause & Category (Major / Minor)	2.1.3
Date Issued	14/03/2020	Due Date	Next annual surveillance assessment

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Closed (Yes / No)	No	Date of nonconformity Closure	"Open"
Statement of Nonconformity:	Mechanism for ensuring compliance was implemented ineffectively.		
Requirement Reference:	<p>A mechanism for ensuring compliance shall be implemented.</p> <p>Requirement for Group Manager</p> <p>Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members.</p> <p>Develop tools such as checklists or booklets that your group members can use to help them implement the legal requirements.</p>		
Objective Evidence:	<p>Sighted the MPOB License of the sampled smallholders as below:</p> <ol style="list-style-type: none"> 1. Lim Chee Beng (WAGS 1950) <ul style="list-style-type: none"> • MPOB License – 534448701000 • Validity – 11.02.2015 - 31.01.2020 (Expired) • Renewal Request Date – 21.02.2020 2. Noor Aini bt Abdul Hamid – WAGS 2003 <ul style="list-style-type: none"> • MPOB License – 538856501000 • Validity – 01.08.2014 – 30.09.2019 (Expired) • Renewal Request Date – 02.03.2020 3. Too Chin For – WAGS – 1999 <ul style="list-style-type: none"> • MPOB License – 509819201000 • Validity Period – 7 May 2013 – 30 April 2018 (Expired) • Renewal Request date : Not Available <p>Mechanism for ensuring compliance was implemented ineffectively.</p>		
Corrections:	Initiate license renewal process immediately upon consent from smallholders.		
Root Cause Analysis:	Inadequate monitoring of MPOB license validity.		
Corrective Actions:	<ol style="list-style-type: none"> 1. Improve monitoring of MPOB license validity for both PG owner and WAGS Management by: <ol style="list-style-type: none"> 1.1. WAGS RSU will increase frequency of Knack database monitoring to quarterly and generate action list for MPOB license related issues. 1.2. WA RSU and PG representatives will have quarterly meeting to follow up on action closure. 		
Assessment Conclusion:	Corrective action plan accepted. The implementation of corrective action plan will be verified during next annual surveillance assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	4.1.2 Field conditions of few sampled estates could be further improved as the following issues sighted. i) Weeding was not conducted for a few months/years. ii) Manuring has been overdue for a few years and no pruning was done.

OFI 2	RSPO Supply Chain Certification Standard June 2017 – Annex 2 Book and Claim A.2.3 Supply chain requirements Based on the Actual Certified Volume record found that 130.82 MT of CSPKO and 131.33 MT of CSPKE oversold. The group manager needs to compensate by making a request to RSPO Secretariat to buy-back RSPO Credits.
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Positive Findings	
PF #	Description
PF 1	Good commitment from the Group Manager and management.

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1744451-201902-M1	Clause & Category (Major / Minor)	E 1.2.4 (Major)
Closed (Yes / No)	Yes	Date of nonconformity Closure	12/06/2019
Statement of Nonconformity:	Communication/explanation to potential new members under Sawit Langkap was not evidence		
Requirement Reference:	The Group Manager shall provide potential and existing Group members with the following: <ul style="list-style-type: none"> • An explanation of the RSPO certification process. • An explanation of the criteria for group membership. • An explanation as to the Group Manager’s needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring. • An explanation of the certification bodies and RSPO requirements with respect to public information. • An explanation of any obligations with respect to group membership, such as: <ul style="list-style-type: none"> o Maintenance of information for monitoring purposes; o Requirement to conform to conditions or corrective actions issued by the certification body. o Explanation of any costs associated with group membership. o Other obligations of group membership. 		
Objective Evidence:	No evidence of communication/explanation on RSPO Certification Process to potential new members under Sawit Langkap.		
Corrective Actions:	Ensure implementation as per our SOP where members will only be accepted into WAGS Scheme post attending orientation training.		
Assessment Conclusion:	Off-site evidence verification:		

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	<ul style="list-style-type: none"> - Revision of SOP for WAGS scheme Title: WAGS Standard Operating Procedures & Training; No. WMS 2.15.1; V3 19/4/2019 - Training plan for WAGS mandatory training (T01 – T12 & P455) to new members for 2019 - Records of orientation training provided to 1st batch of new members dated on 22/4/2019 <p>Evidence shown consistency with CAP. Hence, Major NC closed on 23/5/2019.</p> <p>Verification during RAV: The records for orientation for new members were documented and sighted during the audit. Verified the attendance record for orientation for Sawit Langkap sites dated 22.04.2019 were available. Thus, the major non-conformance remain closed.</p>
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Non-conformity			
NCR Ref #	1744451-201902-N1	Clause & Category (Major / Minor)	2.2.1 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	6/03/2020
Statement of Nonconformity:	Maps showing the legal boundaries were not kept/available for sampled new members under Sawit Langkap.		
Requirement Reference:	Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. Requirement for Individual Member with up to 50ha of plantation size: Check that the titles or deeds allow the growing of oil palm where this is required by country legislation Requirement for Group Manager: <ul style="list-style-type: none"> - The Group Manager shall demonstrate documentary evidence of legal ownership or lease, history of land tenure and the actual legal use of the land according to local laws. - Maps showing the legal boundaries shall be kept. 		
Objective Evidence:	No evidence that maps showing the legal boundaries were kept/available for sampled new members under Sawit Langkap.		
Corrective Actions:	Ensure implementation as per our SOP where members will only be accepted into WAGS Scheme post all basic documentation are completed.		
Assessment Conclusion:	Verification during RAV: The maps were available for all current members, sighted in the 'WAGS Perak Site Map'. Sighted the maps for Sawit Langkap also available in the Maps. Thus, the CAP was implemented effectively and the minor NC was closed on 6/3/2020.		

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Non-conformity			
NCR Ref #	1744451-201902-N2	Clause & Category (Major / Minor)	4.1.2 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	6/03/2020
Statement of Nonconformity:	A mechanism to check consistent implementation of procedures not in place.		
Requirement Reference:	A mechanism to check consistent implementation of procedures shall be in place. The Group Manager has regular checks using procedures set at group level for SOP implementation.		
Objective Evidence:	For the existing member the field assessment have been done on Jan – Feb 2019 for all farmers. The records for members below was sighted: Existing Members: 1) WAGS – 177 2) WAGS – 39 3) WAGS – 166 4) WAGS – 52 5) WAGS – 141 6) WAGS - 112 However the mechanism in place conducted by the WAGS management to monitor farm operation info such as FFB production volume for each farmer in Sawit Langkap found not fully effective to ensure consistent implementation of procedures.		
Corrective Actions:	Periodic monitoring of FFB monthly records from Sawit Langkap.		
Assessment Conclusion:	Verification during RAV: The FFB Monthly records for Sawit Langkap was documented and available during the assessment in the 'Sawit Langkap_FFB Record 2019 and 2020 (February Todate). Thus, the CAP was implemented effectively and the minor NC was closed on 6/3/2020.		

Non-conformity			
NCR Ref #	1744451-201902-N3	Clause & Category (Major / Minor)	6.1.3 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	6/03/2020
Statement of Nonconformity:	Training on group manager’s plan on mitigation of negative impacts and promotion of positive one for SLSB and SLSB’s members not being conducted.		
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. Requirement for Individual Member with up to 50ha of plantation size		

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	Individual members shall demonstrate an understanding of the mitigation plan to reduce the social impacts Requirement for Group Manager Group Managers shall organise training for members on social risks and mitigation measures .
Objective Evidence:	Requirement for Individual Member with up to 50ha of plantation size Selected SLSB members are not able to demonstrate some understanding of the mitigation plan to reduce the social risk of their operation since they are not involved during the SIA review process. Interview with selected smallholder confirmed that smallholders and stakeholder (Ketua Kampung Air Kuning) interview have revealed the following :- - the difficulties to look for harvester / workers, therefore relying on the workers supplied by their dealer which may takes more than 30 days. With such delay, the harvesting frequency is limited to twice every 3 months. - Issue on TJC truck carrying FFB not being securely fasten causes FFB falls during the transportation from farm to ramp which may causes road accidents; affecting the communities and residents along the route to the ramp. Review of the SIA report noted the shortage and difficulties to source for workers and issue of road safety caused by dealer’s driver negligence is not being identified and initiated with mitigation plan. 1 of the stakeholder, the Ketua Kampung Air Kuning commented that he receives no invitation for stakeholder meeting. Generally, the SIA is carried out without adequate participation from affected parties. Requirement for Group Manager No training found initiated for smallholder / dealer - SLSB and its small growers. Interview with the small grower as well as the dealer confirmed.
Corrective Actions:	Ensure communication on SIA risk and plan will be provided to dealers and members post updates of the SIA plan.
Assessment Conclusion:	Verification during RAV: WAGS has carried out the training to the Sawit Langkap Sdn Bhd and Sawit Langkap’s smallholders on 22/4/2019 regarding the social risks and mitigation measures. Seen the meeting minutes and found that WAGS has explained the SEIA assessment findings and roles of WAGS to smallholders. The workplan of the SIA was publicly displayed at the notice board in the WAGS office. Thus, the CAP was implemented effectively and the minor NC was closed on 6/3/2020.

Non-conformity			
NCR Ref #	1744451-201902-N4	Clause & Category (Major / Minor)	2.1.1 (Minor)
Closed (Yes / No)	Yes	Date of nonconformity Closure	6/03/2020
Statement of Nonconformity:	Inconsistency of child and young worker definition in Group Manager’s policy and training/communication material.		
Requirement Reference:	Evidence of compliance with relevant legal requirements shall be available. Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance. Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses. Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members.		

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Objective Evidence:	<p>Definition of young and child employment in Group Manager policy and communication slides noted inconsistently being addressed. i.e. - Policy states that employment is allowed from 16 years old and above. 16 years old is considered young workers which were later described in the policy that no child and young workers to be employed. - Communication slides posted at the notice board states that child (Kanak-Kanak) classified as <17 years old, which supposed to be 14 years old and below. Young workers/Pekerja Muda is classified as 15 to 17 years old.</p> <p>Members shall be clearly communicated with a correct age definition to ensure recruitment and monitoring of young and child workers is done according to the policy.</p>
Corrective Actions:	<p>Ensure ownership of procedure based on position (i.e. Administrator) instead of individual personnel.</p>
Assessment Conclusion:	<p>Verification during RAV: It was sighted in the WAGS Group Policy (June 2019), the amended definition of young and child employment has been amended where the Group commits to use workers that are 18 years and above only. Thus, the CAP was implemented effectively and the minor NC was closed on 6/3/2020.</p>

Opportunity for Improvement

OFI#	Description																														
OFI 1	<p>4.8.2 Records of training for each employee maintenance need improvement.</p> <p>Verification during RAV: Training were made with guidance of the annual work plan. Records were maintained having the following details:</p> <p>a) Date / title of training with training material code (summary of training materials as provided hereunder).</p> <p>b) Venue and no of participants</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th></th> <th>Code</th> <th>Coverage (Training materials)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>T01</td> <td>Environmental Safety Health</td> </tr> <tr> <td>2</td> <td>T02</td> <td>Guidance for farm management-sustainable CPO</td> </tr> <tr> <td>3</td> <td>T03</td> <td>Documentation – Consumables & Expenditure</td> </tr> <tr> <td>4</td> <td>T04</td> <td>Safety & Health / PPE adherence</td> </tr> <tr> <td>5</td> <td>T05</td> <td>Environ Management – chemical / fertilizer usage</td> </tr> <tr> <td>6</td> <td>T07</td> <td>Social – welfare, legal rights</td> </tr> <tr> <td>7</td> <td>T08</td> <td>Replanting / New planting / NPP</td> </tr> <tr> <td>8</td> <td>TO9</td> <td>FFB grading / pricing</td> </tr> <tr> <td>9</td> <td>T10</td> <td>Best Management practice</td> </tr> </tbody> </table>		Code	Coverage (Training materials)	1	T01	Environmental Safety Health	2	T02	Guidance for farm management-sustainable CPO	3	T03	Documentation – Consumables & Expenditure	4	T04	Safety & Health / PPE adherence	5	T05	Environ Management – chemical / fertilizer usage	6	T07	Social – welfare, legal rights	7	T08	Replanting / New planting / NPP	8	TO9	FFB grading / pricing	9	T10	Best Management practice
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9	T10	Best Management practice																													

	10	T11	Pest & Disease	
	Thus, the OFI was closed on 6/03/2020.			
OFI 2	<p>4.8.2 Inconsistency of information in stakeholder list furnished by HQ and Perak office. List of stakeholder not being updated. Verification during RAV: The management has updated the list on 21/2/2020 having a total of 58 members. A standard list is initiated from the Regional Support Unit Perak and is copied to the WAGS Head Office; hence all offices will have the recent and same list. Thus, the OFI was closed on 6/03/2020.</p>			

3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Major / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
Minor 01 (previous CB)-4.2	Minor	4.2	20 Oct 2014	Escalated to Major. Refet to 1379970M1
Minor 02 (previous CB)-4.6	Minor	4.6	20 Oct 2014	Closed
Minor 03 (previous CB)-4.7	Minor	4.7	20 Oct 2014	Escalated to Major. Refer to 1379970M3
Minor 04 (previous CB)-5.3	Minor	5.3	20 Oct 2014	Closed
Minor 05 (previous CB)-6.1	Minor	6.1	20 Oct 2014	Closed
Minor 06 (previous CB)-6.7	Minor	6.7	20 Oct 2014	Closed
Minor 07 (previous CB)-6.8	Minor	6.8	20 Oct 2014	Closed
Minor 08 (previous CB)-6.9	Minor	6.9	20 Oct 2014	Escalated to Major. Refer to 1379970M5
Observation 01- 4.5	Obs	4.5	20 Oct 2014	Closed
Observation 02- 5.2	Obs	5.2	20 Oct 2014	Closed
Observation 03- 8.1	Obs	8.1	20 Oct 2014	Escalated to Minor. Refer to 1379970N8
1379970M1- 4.2.2	Major	4.2.2	14 Oct 2016	Closed on 10 December 2016
1379970M2- 4.6.11	Major	4.6.11	14 Oct 2016	Closed on 10 December 2016
1379970M3- 4.7.3	Major	4.7.3	14 Oct 2016	Closed on 10 December 2016
1379970M4- 6.1.3	Major	6.1.3	14 Oct 2016	Closed on 10 December 2016
1379970M5- 6.9.2	Major	6.9.2	14 Oct 2016	Closed on 10 December 2016
1379970M6- 5.5.2	Major	5.5.2	14 Oct 2016	Closed on 10 December 2016

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1379970N1- 4.2.3	Minor	4.2.3	14 Oct 2016	Closed on 3/6/18
1379970N2- 4.6.2	Minor	4.6.2	14 Oct 2016	Closed on 3/6/18
1379970N3- 4.7.5	Minor	4.7.5	14 Oct 2016	Closed out on 09/03/2018
1379970N4- 6.1.1	Minor	6.1.1	14 Oct 2016	Closed out on 09/03/2018
1379970N5- 6.1.4	Minor	6.1.4	14 Oct 2016	Closed out on 09/03/2018
1379970N6- 6.9.3	Minor	6.9.3	14 Oct 2016	Closed out on 09/03/2018
1379970N7- 6.10.2	Minor	6.10.2	14 Oct 2016	Closed out on 09/03/2018
1379970N8- 8.1.1	Minor	8.1.1	14 Oct 2016	Closed out on 09/03/2018
1379970N9- 1.3.1	Minor	1.3.1	14 Oct 2016	Closed out on 09/03/2018
1379970N10- 5.1.3	Minor	5.1.3	14 Oct 2016	Closed out on 09/03/2018
1379970N11- 5.2.3	Minor	5.2.3	14 Oct 2016	Closed out on 09/03/2018
1379970N12- 5.4.1	Minor	5.4.1	14 Oct 2016	Closed out on 09/03/2018
1379970N13- 5.6.3	Minor	5.6.3	14 Oct 2016	Closed out on 09/03/2018
OBS- 6.1.2	Obs	6.1.2	14 Oct 2016	Addressed
1604267-201803-M8 – 4.1.4	Major	4.1.4	04 June 2018	Closed out on 3/8/2018
1604267-201803-M9 – 2.1.2	Major	2.1.2	04 June 2018	Closed out on 3/8/2018
1604267-201803-N4 – 6.12.2	Minor	6.12.2	04 June 2018	Closed out on 15/03/2019
1604267-201803-N5 – 4.4.2	Minor	4.4.2	04 June 2018	Closed out on 15/03/2019
1744451-201902-M1	Major	E1.2.4	15 March 2019	Closed out on 23/05/2019
1744451-201902-N1	Minor	2.2.1	15 March 2019	Closed on 6/03/2020
1744451-201902-N2	Minor	4.1.2	15 March 2019	Closed on 6/03/2020
1744451-201902-N3	Minor	6.1.3	15 March 2019	Closed on 6/03/2020
1744451-201902-N4	Minor	2.1.1	15 March 2019	Closed on 6/03/2020
1744451-201902-I1	OFI	4.8.2	15 March 2019	Closed on 6/03/2020
1744451-201902-I2	OFI	4.8.2	15 March 2019	Closed on 6/03/2020
1886390-202001-N1	Minor	6.5.2	14 March 2020	"Open"
1886390-202001-N2	Minor	2.1.3	14 March 2020	"Open"
1886390-202001-I1	OFI	4.1.2	14 March 2020	"Open"
1886390-202001-I2	OFI	A.2.3	14 March 2020	"Open"

3.5 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Wild Asia Group Certification (WAGS) Perak Certification Unit’s environmental and social performance, legal and any known dispute issues.

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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	
Internal Stakeholders Employees from TJC Sdn Bhd and Sawit Langkap Sdn Bhd	Union/Contractors Village Head, Kg. Chenderong
Government Departments MPOB Tunas Officer Jabatan Perhutanan Perak JAKOA	NGO N/A

	Stakeholders comment
1	<p>Feedbacks: Village head, Chenderong – No issue highlighted by the village head. He receives invitation from group manager before for meeting and attended 2 training cum meeting. There is no land issue / disputes received so far from the villager.</p> <p>Management Responses: Will continue to engage stakeholder from time to time.</p> <p>Audit Team Findings: No further issue.</p>
2	<p>Feedbacks: TJC – No issue highlighted. Will continue to assist whenever necessary.</p> <p>Management Responses: Will continue to support TJC.</p> <p>Audit Team Findings: No further issue.</p>
3	<p>Feedbacks: MPOB Tunas officer – No issues highlighted. They have organized training on best practices and participated by majority of the farmers in Air Kuning. No complaints receives so far from any grower</p>

	<p>under Wild Asia. MPOB appreciates the efforts initiated by NGO – Wild Asia to educate and assist the independent small grower.</p> <p>Management Responses: Will continue to engage stakeholder from time to time.</p> <p>Audit Team Findings: No further issue.</p>
4	<p>Feedbacks: Jabatan Perhutanan Perak – No issue highlighted. There are illegal forest exploration in the Perak area but not related to Wild Asia small growers. As the new person in charge is new, he has no issue or receive no complaint from any parties in relates to Wild Asia’s group of small growers.</p> <p>Management Responses: Will continue to engage stakeholder from time to time.</p> <p>Audit Team Findings: No further issue.</p>
5	<p>Feedbacks: JAKOA – No issue highlighted. Acknowledged that they receives invitation from Wild Asia regularly for meeting and training. Have good relationship with Wild Asia whom is actively assisting the small growers in obtaining the legal rights and sharing best practises.</p> <p>Management Responses: Will continue to engage stakeholder and provide supports to all the small growers.</p> <p>Audit Team Findings: No further issue.</p>
6	<p>Feedbacks: Small growers – Acknowledged that they are briefed by Wild Asia on best practices, cost saving method to grow their farm, effective ways of spraying and fertilizing their plants, etc. Further commented that they are invited to attend meeting and training organized by Wild Asia.</p> <p>Management Responses: Will continue to supports to all the small growers.</p> <p>Audit Team Findings: No further issue.</p>
7	<p>Feedbacks: Worker of TJC Sdn Bhd – He informed that he was treated equally and paid wages as per the local regulations. There was no restriction of movement and he is allow to take leave.</p> <p>Management Responses: Will continue to ensure all the workers are treated equally.</p> <p>Audit Team Findings: No further issue.</p>



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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
N/A					

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

3.6 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation	
<p>The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that Wild Asia Group Certification (WAGS) Perak has complied with the RSPO Management System Requirements and Guidance for Group Certification of FFB Production 2018 for Independent Smallholder 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 Wild Asia Group Certification (WAGS) Perak is continued.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Hu Ning Shing	Name: Lim Ying Ying
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Wild Asia Sdn Bhd
Title: Lead Auditor	Title: WAGS Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 15 April 2020	Date: 14 April 2020

Appendix A: Summary of Findings

Section A-1 – Group Manager

Criterion / Indicator	Assessment Findings	Compliance	
<p>Element 1: Group Entity and Group Management requirements Rationale: In order to be able to have commercial relationships in the transactions of FFB certificates the group entity carries a liability, which requires it to be legally registered.</p>			
<p>E1.1 The Group Entity shall be legally formed</p>			
<p>E1.1.1</p>	<p>There shall be documentary evidence of a clearly identified and legal entity. The Group Entity shall:</p> <ul style="list-style-type: none"> • Be a registered organisation as defined by law in the country of registration (e.g. as a company or an organisation). • Be a member of the RSPO • Establish the structure of the organisation • Appoint a Group Manager (see E1.2) 	<ul style="list-style-type: none"> • Be a registered organization as per law : Wild Asia Sdn Bhd : 634446 W dated 14/11/2003 • RSPO membership- verified the letter titled "Acceptance as a member RSPO" <ul style="list-style-type: none"> - membership type: ordinary - category: oil palm growers - membership no: 1-0138-13-000-00 - membership period: Mar 13 – Feb 13 - effective date:20/3/2013 • The organization chart for the WAGS Perak is made available during HQ audit. The ICS committee including Group Scheme Managers, WAGS Technical Manager, WAGS Programme Manager, Project Coordinator, Technical Officers, WAGS Field Assistant and Technical Support. Ms Nadiah is appointed as a Project Coordinator for Perak Region. The job description for each person was established. • WAGS Group Scheme Manager - Ms Ying Ying. • The group manager responsible to ensures that the group meet the requirements of RSPO standard for Group Certification. 	<p>Yes</p>
<p>E1.1.2</p>	<p>The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership.</p> <ul style="list-style-type: none"> • There shall be documentary evidence that the Group members have formally joined the Group. • Formal members of the Group shall sign an agreement with the Group Manager committing to 	<p>WAGS has implemented a Certification Group Management Process Flow dated 18/10/2019 to outline the process of assessment prior the participation of individual members. All the members will be registered in KNACK system that consists of the information such as member group, plots, total planted hectares, oil palm age, farms details, land titles, chemical inputs and etc. There are stages of assessment to be conducted before the confirmation of the membership. The details of the process have been recorded in the WMS: 1.3.1 WAGS Group Membership Management dated 2/9/2018.</p> <p>There are total 4 producer groups in the certification.</p> <ul style="list-style-type: none"> i) Fully managed by TJC ii) Partially managed by TJC iii) Managed by Orang Asli iv) Sawit Langkap 	<p>Yes</p>

	<p>achieving compliance with the applicable RSPO standards and requirements.</p> <ul style="list-style-type: none"> The Group Manager shall keep copies of the agreements and shall demonstrate that each member has received a copy thereof. The Group Manager shall retain copies for a minimum of 5 years. 	<p>Sampled of the agreements signed by the members to commit to achieve the compliance as below:</p> <ul style="list-style-type: none"> Direct managed by TJC <ul style="list-style-type: none"> WAGS Member ID: WAGS-75 – 4.852 ha; Agreement Date: 4/11/2015 Partially managed by TJC <ul style="list-style-type: none"> WAGS Member ID: WAGS-112 – 6.776 ha; Agreement Date: 27/10/2015 Managed by Orang Asli <ul style="list-style-type: none"> WAGS Member ID: WAGS-166 – 1.015 ha; Agreement Date: 28/10/2015 Under Sawit Langkap <ul style="list-style-type: none"> WAGS Member ID: WAGS-2004 – 1.26 ha; Agreement Date: 6/3/2019 <p>Verified the contract between the producer and the WAGS.</p> <p>There are total 36 new members joined the WAGS scheme under TJC. Total 7 new members were sampled during this assessment. Seen the agreement as below:</p> <ul style="list-style-type: none"> WAGS Member ID: WAGS 2146 – 30.367 ha Agreement Date: 19/2/2020 WAGS Member ID: WAGS 2232 – 4.855 ha Agreement Date: 21/1/2020 WAGS Member ID: WAGS 2217 – 6.071 ha Agreement Date: 21/1/2020 WAGS Member ID: WAGS 1943 – 1.132 ha Agreement Date: 27/2/2020 WAGS Member ID: WAGS 2241 – 30.693 ha Agreement Date: 19/2/2020 WAGS Member ID: WAGS 2236 – 1.214 ha Agreement Date: 27/2/2020 WAGS Member ID: WAGS 1940 – 1.191 ha Agreement Date: 27/2/2020 <p>The smallholders will signed two copies of the agreement. One set of the agreement was kept at site office and smallholders will keep another set of original agreement. HQ will keep a soft copy of agreements.</p> <p>As per the WMS: 3.1.3.1 – Producer Documentation & Production Records dated 23/8/2018 where all group records and record of group product transactions shall be retained for at least 5 years. The HQ has retained the agreements signed on year 2015.</p>	
<p>E1.1.3</p>	<p>The Group Manager shall keep evidence that the nature and structure of</p>	<p>WAGS has developed procedure on Managing Public Transparency (Doc. No.: 14/9/2016 dated 14/9/2016) where</p>	<p>Yes</p>

	<p>the group has been communicated to all members of the Group in an appropriate manner.</p>	<p>adequate information/ issues relevant to RSPO criteria to relevant stakeholders will be provided.</p> <p>All the smallholders will be provided with a booklet of Sustainable Management Guidance for Palm Oil, version December 2018.</p> <p>WAGS office has carried out training with the existing and new members. The topics of the training that provided to the smallholders are as below:</p> <ul style="list-style-type: none"> i. Introduction of RSPO and MSPO ii. Explanation of WAGS Code of Conduct iii. WAGS membership requirements iv. Documentation of farm on how to keep record for expenses and incomes v. GAP vi. Responsibility towards environment, wildlife and social purpose vii. OSH viii. Basic workers’ rights, child protection and sexual harassment & violence ix. Sign membership form and briefed on WAGS group policy <p>Sampled of training records for new members as below:</p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS 2146 attended training on 19/2/2020 ii. WAGS Member ID: WAGS 2232 attended training on 13/1/2020 iii. WAGS Member ID: WAGS 2217 attended training on 13/1/2020 iv. WAGS Member ID: WAGS 2241 attended training on 19/2/2020 v. WAGS Member ID: WAGS 2236 attended training on 13/1/2020 vi. WAGS Member ID: WAGS 1940 attended training on 13/1/2020 <p>The organization chart available on the site office notice board.</p>	
E1.2 The Group shall be managed by a Group Manager			
E1.2.1	<p>The appointed Group Manager shall be either an identified legal entity or an individual acting on behalf of the legal entity, i.e. the Group Entity (E1.1.1). The Group Manager shall ensure the Group’s compliance with this</p>	<p>The Group Scheme Manager of WAGS Perak is Ms Ying Ying.</p> <p>The group manager is responsible to ensure that the group meet the requirements of RSPO standard for Group Certification.</p> <p>Job Description for all the personnel involved was established and clearly outlined the positions and responsibilities of each role.</p>	Yes

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	<p>standard and is responsible for the preparation and implementation of the Internal Control System (ICS). If the Group Manager is not an individual but an entity:</p> <ul style="list-style-type: none"> • then the entity shall appoint an individual as management representative • and there shall be a description of the general structure detailing the positions and responsibilities of all personnel involved. 	<p>The WAGS programme which Ms Ying Ying is the Group Manager, is managed independently under Wild Asia.</p>	
<p>E1.2.2</p>	<p>The Group Manager shall be able to demonstrate sufficient resources and capacity for managing Group Certification and performance assessment against this Standard.</p>	<p>WAGS has established Internal Audit Guideline (Doc. No.: WMS 2.11.1; V3 dated 29/7/2017). The last internal audit was conducted by Field Officers on February 2020 for field inspection and 20/2/2020 for Regional Support Unit (RSU). Total smallholders 175 were sampled for field visit and 23 smallholders were sampled for traceability and documents. ISH Farm Inspection Checklist was utilized during the field audit. All the scopes were covered during the field audit.</p> <p>WAGS has developed Certification Group Management Process Flow dated 18/10/2019 and WMS: 1.3.1 WAGS Group Membership Management dated 2/9/2018 to outline the process and requirements of Group memberships.</p> <p>WAGS is implementing KNACK system as the checklist to assess the smallholders stage by stage.</p> <p>Internal Control System (ICS) was established to manage the group procedures and documentations by Group Manager. Onsite personnel was available which lead by Ms Nadiah and assisted by 2 Field Officers and 1 Field Assistant.</p>	<p>Yes</p>
<p>E1.2.3</p>	<p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ul style="list-style-type: none"> • Principles and Criteria for the Production of Sustainable Palm Oil 2013 Endorsed by the RSPO Executive Board and Accepted at the 	<p>The management ensures compliance by the farmers through the established SOP and Guidance - WMS 1.3.1 WAGS Membership Management (issue date: 28/7/2017), Wild Asia Group Scheme Smallholder Training Summary (dated: 15/9/16) and WAGS Code of Conduct (updated: 15/9/16).</p> <p>WAGS Internal Audit Guideline (WMS 2.11.1, dated 29/7/2017) was established and the Internal Audit was conducted by the management on 27- 30/11/2017. The management sampled 25 out of 261 sites. The findings were</p>	<p>Yes</p>

	<p>Extraordinary General Assembly by RSPO Members on April 25th 2013</p> <ul style="list-style-type: none"> • RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 [this standard]. • RSPO Supply Chain Certification Standard Final Document: As approved by RSPO Executive Board 21 November 2014 • Internal group procedures and policies. 	<p>briefed during meeting/on-site reviews. The internal audit report was verified by the auditors.</p> <p>The WAGS risk assessment checklist are conducted before the farmers become a member. The criteria were divided to 3 levels:</p> <p>Level 1: Independent producer-no long term contractual obligation</p> <p>Level 2: Documented rights to land, Land dispute, Land developed after 2005, FFB Trading License, New developments</p> <p>Level 3: Topography, HCV, Planting on fragile soil, Employments, Facilities, Production records, Usage of banned or restricted chemicals, Fertilizer application.</p> <p>Internal control system for small producers (29/7/2017), WMS 1.3.1: WAGS Membership Management (dated: 28/7/2017) and WAGS Code of Conduct was established for all members to be a member of WAGS.</p> <p>Training provided through Wild Asia Academy (ACA). Course provided as following:</p> <ul style="list-style-type: none"> - ACA 12 – Sustainable Management for Oil Palm Growers - ACA 09 – WAGS Group Management System - ACA 06 – Understanding HCV - ACA 04 – RSPO P&C - ACA 03 – RSPO Certification System - ACA 02 – Palm Oil and the Global Context - ACA 01 – Management of Chemicals 	
<p>E1.2.4</p>	<p>The Group Manager shall provide potential and existing Group members with the following:</p> <ul style="list-style-type: none"> • An explanation of the RSPO certification process. • An explanation of the criteria for group membership. • An explanation as to the Group Manager's needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring. 	<p>All members are required to understand and acknowledge the 'Group Membership Form' which serves as a contract that ensures the commitment of the members towards WAGS Sustainability Policy, Group Code of Conduct, Commitment to Sustainable Agriculture and Good Management Practices. Sighted the sampled records of signed forms as below:</p> <ol style="list-style-type: none"> 1. Ablim a/l Bahari (WAGS 2229) – 02.02.2020 2. Koo Chow Po (WAGS 107) – 28.02.2020 3. Noor Aini Binti Abdul Hamid (WAGS 2003) – 11.10.2017 <p>All members are also provided with a 'Sustainable Management Guide for Palm Oil' booklet. Amongst stated in the booklet are Introduction of Wild Asia, WAGS Membership, Good Management Practices, Health & Safety and Social. All members were briefed on the contents of the booklet and all requirements mentioned for their understanding.</p> <p>Compulsory training was conducted (T02 - Guidance for Farm Management of SPO) covering all the requirements mentioned for all members especially on RSPO certification, criteria for group membership, group members' documentation and</p>	<p>Yes</p>

	<ul style="list-style-type: none"> • An explanation of the certification bodies and RSPO requirements with respect to public information. • An explanation of any obligations with respect to group membership, such as: <ul style="list-style-type: none"> ○ Maintenance of information for monitoring purposes; ○ Requirement to conform to conditions or corrective actions issued by the certification body. ○ Explanation of any costs associated with group membership. ○ Other obligations of group membership. 	<p>plantation, agriculture practice, public information, annual budget, training, other obligation and etc.</p>	
<p>Element 2 (E2): Internal Control System – Policies and Management</p>			
<p>E2.1 The Group Internal Control System shall contain documented policies and procedures for operational management.</p>			
<p>E2.1.1</p>	<p>The Group Internal Control System shall contain Procedures for decision-making, and responsibilities within the group (including the authority of the Group Manager) shall be defined.</p> <p>The Group Manager shall manage the Group in a systematic and effective manner by:</p> <ul style="list-style-type: none"> • Identifying the geographical area to be covered by the Group. 	<p>WMS 2.1 WAGS ICS_v9_16042014 (Internal Control System (ICS) for Small Producers) and WAGS Guidelines shows an operating structure that defines group management documentation (i.e. internal control systems), decision-making and responsibilities within the group.</p> <p>WAGS has the documented set of procedures and processes that a group implements to achieve its specified requirements. This also includes the Internal Control System (ICS)</p> <p>Conduct the Baseline using the SOP-WMS: 2.8.1 - Scoping & Baseline Overview; V1; Date: 19/9/2016 to identify the geographical area. Scoping study was done on June 2012 via collaboration with Flora & Fauna International as Risk Assessment of Smallholders in Cargill’s Palm Oil Supply Chain in Malaysia. By 3 WA & 2 FFI Personnel. Subsequent assessment done on 13/9/2016 – 13/10/2016 by WA team i.e.</p>	<p>Yes</p>

	<ul style="list-style-type: none"> Preparing, maintaining and documenting the Group management structure Clearly identifying the responsibilities of all individuals employed by the Group Manager for the running of the Group. Prepare and maintain the rules of the Group including the criteria for membership. Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan). Procedure for initial gap audit which can be a self-assessment. 	<p>Izzaty Iqlima, Maria Llyod & Micheal Poole. The Social & Environmental Impact Assessment (SEIA) was conducted on October 2014 for WAGS Perak - Air Kuning by Jyunichi Washizaki and Sheila. This assessment covered the socio-economic background, supply chain, social and environmental impacts and farm audit.</p> <p>Nadiah Jalaludin was appointed by management as a Project coordinator for WAGS Perak – Air Kuning. Refer to Perak WAGS Org Structure.</p> <p>The criteria to be a member is the members need to pass the risk assessments which has 3 levels. This is guided by the SOP-WMS 2.10.1 G Producer Risk Assessment.</p> <p>Level 1: Independent producer-no long term contractual obligation</p> <p>Level 2: Documented rights to land, Land dispute, Land developed after 2005, FFB Trading License, New developments</p> <p>Level 3: Topography, HCV, Planting on fragile soil, Employments, Facilities, Production records, Usage of banned or restricted chemicals, Fertilizer application.</p>	
<p>E2.1.2</p>	<p>The Group Internal Control System shall contain Procedures for maintaining records for all Group members.</p> <p>The Group Manager shall implement a system to maintain the following central records and reports:</p> <ul style="list-style-type: none"> List of names and full contact details of group members and applicable method of communication. Location maps. Area of oil palm in hectares. Land titles/right of use of the land. A copy of the signed declaration of the grower becoming a member of the group including the date. 	<p>Records of member’s database are maintained in the Knack System. There were total of 9 members that left the group for the period March 2019 (Previous Audit) to February 2020 with additional 36 new members joined the group for the same period.</p> <p>Samples of members data sighted as following:</p> <p>1) Bahari Bin Shoaib (New Member) - WAGS Member ID : WAGS-1940 - WAGS Registration Date: 18/03/2019 - Total Planted Ha : 1.191 Ha - Land titles : Lot # C116/78 - MPOB License No : 454776201000 - Actual FFB Produced 2019 – 13.80mt</p> <p>2) Chia Kim Mee (Withdrawn Member) - WAGS Member ID : WAGS -11 - WAGS Registration Date: 21.02.2018 - Total Planted Ha : 2.230 Ha - Land titles : Lot # 4047, 3918, 3971, 4004 - MPOB License No : 557840201000 & 557841 101000 - Actual FFB Produced 2019 – 9.12mt & 36.80mt</p> <p>3) Rasman Bin Poot & Rosenanee Bt Mustafa - WAGS Member ID : WAGS 1440 - WAGS Registration Date: 10.02.2018</p>	<p>Yes</p>

	<ul style="list-style-type: none"> • Unique member registration numbers are assigned to individual members. • The date that the member signed the declaration of intent as stated in the Group Membership Requirements. • Date of leaving the Group if applicable and the reasons why. • Projected and actual FFB production in metric tonnes per annum. • Monitoring and training records. • Any corrective actions raised and actions taken to meet the requirements for compliance. 	<p>- Total Planted Ha : 0.868 - Land titles : Lot # 4493 - MPOB License No : 438924-501000 - Actual FFB Produced 2019 – 5.94mt</p> <p>4) Tan Teik Hoe - WAGS Member ID : WAGS-37 - WAGS Registration Date: 28.05.2014 - Total Planted Ha : 6.267 - Land titles : Lot # 4154 & 648 - MPOB License No : 216688-601000 - Actual FFB Produced 2019 – 25.10 mt</p> <p>5) Khong Lai Fong - WAGS Member ID : WAGS 1369 - WAGS Registration Date: 25 09 2017 - Total Planted Ha : 1.236 Ha - Land titles : Lot # 4122 - MPOB License No : 320342-901000 - Actual FFB Produced 2019 – 15.31mt</p> <p>6) Lim Heng Seik - WAGS Member ID : WAGS 27 - WAGS Registration Date: 13.11.2014 - Total Planted Ha : 3.622 Ha - Land titles : Lot # 49/81 - MPOB License No : 470236-901000 - Actual FFB Produced 2019 – 13.26mt</p> <p>6) Andak A/P Dugan - WAGS Member ID : WAGS 53 - WAGS Registration Date: 12.10.2015 - Total Planted Ha : 1.416Ha - Land titles : Lot # TNH 6312413 - MPOB License No : 416108-101000 - Actual FFB Produced 2019 – 6.32mt</p>	
<p>E2.1.3</p>	<p>Relevant group records shall be archived for a minimum of 5 years using an appropriate secure system.</p>	<p>The records were kept for 5 years according to the WMS: 1.3.1 WAGS Membership Management Guidance, Clause 8.3 (issue date: 28/7/17). The copy of all records was made available through an electronic database.</p> <p>During onsite visit, each smallholder has its own folder to keep the relevant documents such as land titles, training material and contracts backdated from the date they have joined the group.</p>	<p>Yes</p>
<p>E2.1.4</p>	<p>The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for</p>	<p>WMS 2.1 WAGS ICS_v9_16042014 (Internal Control System (ICS) for Small Producers) and WAGS Guidelines shows an operating structure that defines group management documentation (i.e. internal control systems), decision-making and responsibilities within the group.</p>	<p>Yes</p>

	<p>compliance) for applicants wishing to join the Group.</p>	<p>WAGS has the documented set of procedures and processes that a group implements to achieve its specified requirements. This also includes the Internal Control System (ICS)</p> <p>Conduct the Baseline using the SOP-WMS: 2.8.1-Scoping & Baseline Overview to identify the geographical area. The Baseline Assessment was conducted on October 2014 for WAGS Perak- Air Kuning by Jyunichi Washizaki and Mrs Sheila. This assessment covered the socio-economic background, supply chain, social and environmental impacts and farm audit.</p> <p>The management has appointed Ms Nadiyah Jalaludin as a Project coordinator for WAGS Perak – Air Kuning. Refer to Perak WAGS Org Structure.</p> <p>The criteria to be a member, they need to pass the risk assessment which have 3 level. This was guide by the SOP-WMS 2.10.1 G Producer Risk Assessment.</p> <p>Level 1: Independent producer-no long term contractual obligation. Level 2: Documented rights to land, Land dispute, Land developed after 2005, FFB Trading License, New developments. Level 3: Topography, HCV, Planting on fragile soil, Employments, Facilities, Production records, Usage of banned or restricted chemicals, Fertilizer application.</p>	
<p>Element 3 (E3): The Internal Control System – Operations</p>			
<p>E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members.</p>			
<p>E3.1.1</p>	<p>The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline, operational plans, monitoring and evaluation records. As a minimum the following shall be included:</p> <ul style="list-style-type: none"> Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of 	<p>WAGS Internal Audit Guideline (WMS 2.11.1) was established and the Internal Audit was conducted by the management on 27-30/11/2017. The management was sample 25 out of 261. Verified the audit report, the findings was brief during meeting/on-site review.</p> <p>Internal audit conducted - refer to the procedure WMS 2.11.1, appendix 2: List of approved internal auditor for each WAGS producer group, updated on 29/7/2017. The requirement was mentioned on successful completion of RSPO-Lead Auditor course training, undergone related lead auditor training in related areas such as sustainable palm oil production (optional), conducted at least 1 palm oil sustainability related assessment, fully understands the WAGS code of conduct requirements.</p> <p>The records of internal audit conducted on was kept and maintained in the softcopy at WAGS HQ office.</p>	<p>Yes</p>

	<p>internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity.</p> <ul style="list-style-type: none"> • Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements. • Maintenance of all internal audit records. 		
<p>E3.1.2</p>	<p>The Group Manager shall carry out a risk assessment of Group members to identify an appropriate sampling intensity of Group members for the certification assessment. The risk assessment shall take into account:</p> <ul style="list-style-type: none"> • the diversity of the Group members (i.e. range of size, management structure, scattered members with diverse plantation landscape such as terrain, etc.) • any perceived risk relating to the activities being undertaken (e.g. how much replanting or expansion is occurring, how many members are new and, for subsequent assessments, whether there is a history of non-conformities). 	<p>Before the farmers are registered as a WAGS member, they need to go through the Risk Assessment. Refer to the WMS 2.10.1-Producer Risk Assessment; V1; Date: 2/9/2018 & WMS 2.10.1A - Risk Assessment Criteria for Potential WAGS Member; V1; Date: 19/9/2016. The assessment was conducted in total of 261 (under TJC) existing members. Assessment for 70 new potential members (under Sawit Langkap) was on-going.</p>	<p>Yes</p>

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E3.1.3	The Group Manager and the internal auditors shall jointly declare no conflict of interest for the internal audit process.	WAGS Internal Audit Guideline (WMS 2.11.1; V3; dated 29/7/2017); Para 2.5.3 Auditor Impartiality – Appendix 1 – List of approved internal auditor for each WAGS producer group as of 29/7/2017.	Yes
E3.1.4	<p>The Group Manager shall conduct initial gap audits with any potential new member, to assess the following pre-requisites for membership:</p> <ul style="list-style-type: none"> • no plantings have replaced primary forest, or affected one or more High Conservation Values (HCVs) (RSPO P&C 2013 criteria 5.2 & 7.3) In the case of scheme smallholders, the company (owning/managing the mill) holds the liability for compensation for any new plantings undertaken since November 2005 and before 14th of May 2014. Following compliance with the compensation procedure, scheme smallholders may join the group. • no existing land conflict. • land title or right to use the land can be demonstrated. 	WAGS has a documented set of procedures and processes that the group implements to achieve its specified requirements. This also includes the Internal Control System (ICS) Conduct the Baseline using the SOP - WMS: 2.8.1-Scoping & Baseline Overview to identify the geographical area. The baseline Assessment was conducted on October 2014 for WAGS Perak - Air Kuning by Jyunichi Washizaki and Mrs Sheila. This assessment covers the socio-economic background, supply chain, social and environmental impacts and farm audit.	Yes
E3.2 The Group Internal Control System shall include a system in place to enable the trading of RSPO certified Fresh Fruit Bunches (FFB) produced from the Group.			
E3.2.1	The Group Manager shall document and implement a system for the tracking and tracing of FFB produced by the group members, and intended to be sold as RSPO-certified FFB.	<p>The Group Manager has implemented Summary of Monthly Certified FFB Produce_TSOMAK to record the FFB produced by the group members and sold to the traders.</p> <p>Latest updated 28/02/2020. Following records sighted:</p> <ul style="list-style-type: none"> • Feb 2020: 1,922.19 MT • Jan 2020: 1,528.80 MT • Dec 2019: 2,151.55 MT • Nov 2019: 2,171.18 MT 	Yes

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		<ul style="list-style-type: none"> • Oct 2019: 2,301.38MT • Sep 2019: 2,375.57 MT • Aug 2019: 2,285.02 MT • July 2019: 2,335.69 MT • Jun 2019: 2,180.71 MT • May 2019: 2,229.60 MT • Apr 2019: 1,984.45 MT • Mar 2019: 2,159.00 MT <p>Total March 2019 – February 2020: 25,625.17 MT</p>	
E3.2.2	<p>There shall be a collective Group procedure for the sale of all certified FFB to ensure that non-certified FFB are not sold as RSPO certified FFB.</p> <p>If certified FFB is combined with non-certified FFB prior to the sale and delivery to a palm oil mill, a mass balance system shall be in place to ensure the quantity of FFB sold as Mass Balance is equal to the quantity of RSPO certified FFB in the mix.</p>	<p>WAGS has established procedure of Traceability for Producer SOP (Doc. No.: WMS 2.12.1.1 dated 8/1/2019) and Traceability for Collection Centre SOP (Doc. No.: WMS 2.12.1.2 dated 31/10/2017) to explain the traceability of the certified FFB.</p> <p>The WAGS has maintained the Summary of Monthly Certified FFB Produce_TSOMAK to record the amount of certified FFB received.</p> <ul style="list-style-type: none"> - Work in progress TJC – mass balance spreadsheet – Dec 2019 - Mill produce Detail of RSPO FFB & CPO 2019 – Excel was available - Tian Siang Oil Mill (Air Kuning) Sdn. Bhd. RSPO CPO & PK Production and Certificate Sales/Production Record for 31/1/2020; Serial No: P0172729 with total 2,370kg <p>Sawit Langkap Sdn Bhd has monitored the traceability through records below:</p> <ol style="list-style-type: none"> i. Daily FFB Purchase/ Invoice ii. Daily FFB Buyer Ledger iii. Penyata Bulanan Untuk Peniaga Buah Kelapa Sawit Bagi Bulan Januari Tahun 2020 - MPOB(EL)DF4; Ref. No.: 438087 dated 6/2/2020 <p>WAGS traceability procedure to be adapted upon certification.</p>	Yes
E3.2.3	<p>All sales of FFB originating from the plantations of Group members shall be documented and recorded.</p> <p>This shall include:</p> <ul style="list-style-type: none"> • Invoices and receipts (purchase and sale). • Information on transport (i.e. registration number/number plate). 	<p>The dealers keep records of sales and purchases of FFB tonnage per trip, bank payment voucher and the FFB price.</p> <p>The smallholders and the dealers keep the receipt of bank payment voucher.</p> <p>Unique ID was established to monitor the certified FFB smallholders through the dealers' system. Sample delivery records sighted as following:</p> <p>Sawit Langkap Sdn Bhd</p> <ol style="list-style-type: none"> i. FFB Receiving Slip No.: 2892 dated 19/2/2020; Vehicle No.: WAP7151; Weight: 450 kg; Mill Weighbridge Ticket No.: F0306648 dated 19/2/2020; FFB Weight: 10.34 MT 	Yes

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	<ul style="list-style-type: none"> The relevant group members' group identification number. Classification of the FFB sold (i.e. RSPO certified or not), FFB volume and destination. Information of FFB price. 	<ul style="list-style-type: none"> ii. Weighbridge Ticket No.: P0000160 dated 18/1/2020; Vehicle No.: ADH46; Weight: 4230 kg; Mill Weighbridge Ticket No.: P0172018 dated 18/1/2020; FFB Weight: 10.97 MT <p>TJC Sdn Bhd Sampling on Teoh Eong Huat on Payment voucher no: PV-54466 dated 17/2/2020 with total 4.84 MT and their FFB weighbridge ticket as per below:-</p> <ul style="list-style-type: none"> i. FFB Receiving Slip and weighbridge ticket No.:539220 dated 9/1/2020; Vehicle No.: AHG 2886; Weight: 3,280 kg; ii. FFB Receiving Slip and weighbridge ticket no 539315 dated 13/1/2020; Vehicle no.: AFQ 3170; Weight: 1,560 kg <p>Another sampling was Khoo Woon Swee, Payment voucher no: PV-52854 dated 22/11/2019 with total 3 mt and their FFB weighbridge ticket as per below:-</p> <ul style="list-style-type: none"> i. FFB Receiving Slip and weighbridge ticket No.:537564 dated 20/11/2019; Vehicle No.: ACH 3182; Weight: 900 kg; ii. FFB Receiving Slip and weighbridge ticket No.:537591 dated 21/11/2019; Vehicle No.: AFS 2492; Weight: 2,100 kg 	
<p>E3.2.4</p>	<p>The Group Manager shall maintain copies of all documentation and records mentioned in E3.2.3 related to Group FFB transactions for a period of a minimum of 5 years.</p>	<p>Sampled of the weighbridge tickets as below: Sawit Langkap Sdn Bhd</p> <ul style="list-style-type: none"> i. FFB Receiving Slip No.: 2892 dated 19/2/2020; Vehicle No.: WAP7151; Weight: 450 kg; ii. Weighbridge Ticket No.: P0000160 dated 18/1/2020; Vehicle No.: ADH46; Weight: 4,230 kg <p>For existing members under TJC: Info updated in Excel Spreadsheet FFB_PG_TJC- Monthly records. Sighted sample incoming tickets as following:</p> <ul style="list-style-type: none"> i. Chou Soat Voon ; Ticket # 053241; Date: 9/1/2020; Vehicle # AGK 9289; Net weight: 5.91 MT ii. Koo Chow Yong; Ticket # 539907; Date: 17/1/2020; Vehicle # ADM 8607; Net weight: 4.27 MT 	<p>Yes</p>
<p>E3.2.5</p>	<p>Traders of FFB shall be either part of the Group management system following this guidance or be RSPO Supply Chain certified in order to sell certified FFB. Traders of FFB are encouraged to be included within the Group</p>	<p>There are two traders be part of the Group management system and they have signed agreement with WAGS. Seen the agreement as below:</p> <ul style="list-style-type: none"> i. WA Supply-Chain Partner Name: Sawit Langkap WA Agreement Ref. No.: WA-LD-22 WA Project Ref. No.: P495 dated 19/2/2019 ii. TJC-WA Agreement WA Project Group: P159 dated 19/5/2014 	<p>Yes</p>

	<p>certification control rather than obtain their own supply chain certification. The Group Manager will ensure that the trader has clear procedures to ensure that mass balance calculations are accurate if applicable and that all FFB sold by the trader is traceable back to the Group members. Guidance:</p> <ul style="list-style-type: none"> • There shall be a contract between the FFB trader and the • The FFB trader shall maintain complete purchase and sales records. • If the FFB Trader is RSPO Supply Chain certified, a copy of the certificate shall be provided to the Group Manager. 	<p>*Wild Asia has worked to ensure the management are compliant to the named certification schemes. If there are specific limitations to the system Wild Asia will make reasonable effort to improve the management system.</p>	
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Section A-2 – Individual group members up to 50ha under oil palm cultivation

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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.	Sampled the individual smallholder with WAGS Member ID: WAGS-161, WAGS-162, WAGS-73 and WAGS-191 at their respective farm sites generally confirmed that they able to demonstrate an understanding that all visitors and all requests for information can be referred to the Group Manager. All sampled members also able to tell the direction to go to the Group Manager’s office location.	
Requirement for Group Manager		
The Group Manager shall inform all Group members that all requests for information are referred to the Group Manager.	WAGS has developed procedure on Managing Public Transparency (Doc. No.: 14/9/2016 dated 14/9/2016) where adequate information/ issues relevant to RSPO criteria to relevant stakeholders will be provided. Besides, all the smallholders will be provided with a booklet of Sustainable Management Guidance for Palm Oil, version December 2018. Interviewed with the smallholders confirmed that they have been informed that they are allowed to request for information from Group Manager or the Field Officers.	
The Group Manager shall provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making	The Group Manager has established a booklet of Sustainable Management Guidance for Palm Oil, version December 2018 where the adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders were included in the booklet and distributed to each of the group members. There will be a triparty meeting between Wild Asia, Cargill and Tian Siang Oil Mill Air Kuning. The last meeting was conducted on 14/2/2020 between Wild Asia and Cargill on the update the status of year 2020 and the progress of new members to be certified. There was another meeting conducted on 14/10/2019 between 3 parties. Seen the meeting minutes and the agenda that discussed during the meeting was mainly on the updates and target for the WAGS implementation.	

Criterion / Indicator	Assessment Findings	Compliance
1.1.2 Records of requests for information and responses shall be maintained.		
Requirement for Group Manager		Yes
The Group Manager shall establish and maintain a system to keep records of requests for information and corresponding responses.	WAGS Perak has implemented Logbook Stakeholder Register & Request For Information. There were 4 requests/ issues reported since last assessment. For eg: one of the smallholder reported buffalo issue in her field on 20/8/2019. WAGS Perak has conducted a meeting with Veterinary Department of Perak on 3/9/2019 to discuss on this issue. However, no outcome from the meeting. WAGS has follow-up on this issue again during stakeholder meeting on 25/2/2020 and MPOB officer requested them submit the complaint form to local council.	
<p>Criterion 1.2:</p> <p>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.</p>		
<p>1.2.1 (M) Publicly available documents shall include, but are not necessarily limited to:</p> <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); • Continuous improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). 		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.	Sampled individual members able to demonstrate that any visitors of request will be referred Group Manager. They able to tell the location of Group Manager's site office too.	
Requirement for Group Manager		

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Criterion / Indicator	Assessment Findings	Compliance
<p>Group Managers shall list the following documents as publically available and keep copies centrally:</p> <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); • Continuous improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). 	<p>Documents were kept by Group Manager and/ or dealers at respective offices as following:</p> <p>Land titles/user rights for members as below:</p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-161 Agreement Date: 28/10/2015 Land Title: No. H.S.(M) 663, Lot 3633, 1.3 ha ii. WAGS Member ID: WAGS-162 Agreement Date: 13/10/2015 Land Title: No. H.S.(M) 71/75, Lot 3747, 3748, 1.141 ha iii. WAGS Member ID: WAGS-73 Agreement Date: 27/10/2015 Land Title: 2585, Lot 3412, 1.2897 ha iv. WAGS Member ID: WAGS-191 Agreement Date: 30/11/2015 Land Title: 18390, Lot 7950, 4.15 ha <p>Other documents such as Sustainability Group Policy dated June 2019; management plans, HCV documentations, complaints and grievances details, previous audit reports and etc.</p>	
<p>Criterion 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.</p>		
<p>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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		Yes
<p>Individual members shall show that they have accepted and agreed the group's policy on ethical conduct</p>	<p>Interview with smallholders found that they are aware of the Code of Conduct and they have acknowledged it.</p>	
<p>Requirement for Group Manager</p>		
<p>The Group Manager shall develop a written policy committing the Group to a code of ethical conduct and integrity in all operations and transactions.</p>	<p>Wild Asia has developed Sustainability Group Policy dated June 2019 where the Group Manager is committed to achieve the ethical conduct not to engage in bribery, corruption or other similar unethical practices in order to gain competitive advantage. Besides, all group members will sign on the Group Membership Form Code of Conduct to show that they have read and understood the Group Sustainability Policy.</p>	
<p>Principle 2: Compliance with applicable laws and regulations</p>		

Criterion / Indicator	Assessment Findings	Compliance
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.		
2.1.1 Evidence of compliance with relevant legal requirements shall be available.		
Requirement for Individual Member with up to 50ha of plantation size		Yes

<p>Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance.</p> <p>Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses.</p>	<p>The procedure named Legal Register (A 4.2.1) : Legal Register updated Jan 2019 includes all the legal and other requirements such as MPOB Regulation, Commercial Vehicle Licensing Board Act 1987, Wildlife Conservation Enactment 1997, EQA 1974, EQ (Declared Activities)(Open Burning) Order 2003, Environmental Quality Act 1974, Workers Compensation Act 152, Workers’ Minimum Standard Housing and Amenities Act 1990, Pesticides Act 1974, Minimum Wage Order 2018 etc.</p> <p>Assessment for Baseline was conducted to check the compliance to the legal requirements which has been conducted when the farmers join as a member of WAGS. The questioner includes basic legal requirements such as:</p> <ol style="list-style-type: none"> 1. Land title 2. Dispute 3. New planting 4. Management 5. Storage 6. Type of chemical and fertilizer 7. FFB Production <p>The legal requirements are also discussed during the compulsory training (T02 – Code of Conduct) attended by all members. Among the legal requirements that are discussed during the training includes legal land titles, and MPOB license. Sighted the latest training dated 26 & 27 February 2020 attended by 8 smallholders.</p> <p>Sighted the MPOB License of the sampled smallholders as below:</p> <ol style="list-style-type: none"> 1. Liu Seow Kim – WAGS 1979 <ul style="list-style-type: none"> • MPOB License – 217114-601000 • Validity – 1 June 2015 – 31 May 2020 2. Lingkaran Eksklusif Sdn. Bhd. – WAGS – 1899 <ul style="list-style-type: none"> • MPOB License – 249301101000 • Validity – 29 Feb 2016 – 31 January 20121 3. Mior Mustafa Kamal Bin Mior Aziz – WAGS 2006 <ul style="list-style-type: none"> • MPOB License – 25076751000 • Validity – 06.04.2016 – 31.03.2021 4. Mohammad Bin Abd Aziz – WAGS 2004 <ul style="list-style-type: none"> • MPOB License – 49104090100 • Validity Period – 12.04.2017 – 31.05.2022 5. Suria Anjung Sdn. Bhd. – WAGS - 1901 <ul style="list-style-type: none"> • MPOB License – 253254801000 • Validity Period – 1 Aug 2015 – 31 July2020 	
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Criterion / Indicator	Assessment Findings	Compliance
Requirement for Group Manager		
<p>Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members.</p>	<p>The Code of conduct states that all members are to comply to the legal requirements or else their membership with WAGS will be terminated. Prior to joining as a member, WAGS ensure the individual member complies to all required legal requirements.</p> <p>The Group Manager ensures continuous compliance of the members towards legal requirements through regular internal audit checklist where they are checked on areas such as :</p> <ul style="list-style-type: none"> - Availability of employment contracts for workers and sub-contractors. - MPOB License - Workers passport details records - Land Ownership Records 	
2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.		
Requirement for Individual Member with up to 50ha of plantation size		
<p>Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance.</p> <p>Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses.</p>	<p>Assessment for Baseline Requirements was conducted to check the compliance to the legal requirements, which have been conducted when the farmers join as a member of WAGS. The legal requirements documents were filed in the personal files of each members and were available for all sampled members.</p>	Yes
Requirement for Group Manager		
<p>Group Managers shall:</p> <p>Have a list/'legal register' of all applicable laws and regulations and state:</p> <ul style="list-style-type: none"> • Where the laws were obtained from. • How they are circulated and how often and record this communication. • Who and how ensures that the laws are being implemented. • Who monitors and updates the list and how often. • Who records when updates are communicated. 	<p>The laws were obtained through Lawnet. If there is any amendment, the Group managers communicate accordingly through email or phone calls to the members. During the interview with the sampled members it was conformed that the group managers does communicate with them from time to time on the legal requirements that they have to comply with.</p>	

Criterion / Indicator	Assessment Findings	Compliance
2.1.3 A mechanism for ensuring compliance shall be implemented.		
Requirement for Individual Member with up to 50ha of plantation size		Minor non-conformance
N.A	N/A	
Requirement for Group Manager		
Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members	<p>During the interview with the sampled members of TJC and SLSB, it was confirmed that they members to understand on the legal requirements such as the need for MPOB licenses, the ban on use of Paraquat, no use of illegal workers, etc.</p> <p>Sighted the MPOB License of the sampled smallholders as below:</p> <ol style="list-style-type: none"> 1. Lim Chee Beng (WAGS 1950) <ul style="list-style-type: none"> • MPOB License – 534448701000 • Validity – 11.02.2015 - 31.01.2020 (Expired) • Renewal Request Date – 21.02.2020 2. Noor Aini bt Abdul Hamid – WAGS 2003 <ul style="list-style-type: none"> • MPOB License – 538856501000 • Validity – 01.08.2014 – 30.09.2019 (Expired) • Renewal Request Date – 02.03.2020 3. Too Chin For – WAGS – 1999 <ul style="list-style-type: none"> • MPOB License – 509819201000 • Validity Period – 7 May 2013 – 30 April 2018 (Expired) • Renewal Request date : Not Available <p>The above smallholders did not have a valid MPOB License which is the required relevant legal requirement. Mechanism for ensuring compliance was implemented ineffectively. Thus, a minor non-conformance was raised.</p>	
Develop tools such as checklists or booklets that your group members can use to help them implement the legal requirements.	<p>The 'Sustainable Management Guide for Palm Oil Booklet' has been cascaded to all Group Members to help them implement the legal requirements such as land ownership records, MPOB license, etc. Checklist has been developed and used during the internal audits done by the Group Manager. Sighted the sampled checklist available included the below as part of the required criterias.</p> <ul style="list-style-type: none"> - Availability of employment contracts for workers and sub-contractors. - MPOB License - Workers passport details records - Land Ownership Records 	Yes
2.1.4 A system for tracking any changes in the law shall be implemented.		

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		N/A
N.A	N/A	
Requirement for Group Manager		
N.A	N/A	
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.		
2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Check that the titles or deeds allow the growing of oil palm where this is required by country legislation	<p>All members had valid land titles for their respective farms with the supporting documents attached to the personal files of each members. Among the members, there were a number of titles that was stil permitted to plant rubber only. The Group Manager have applied for the change of "Syarat-syarat Nyata" to be converted to Oil Palm.</p> <ol style="list-style-type: none"> 1) Bahari Bin Shoaib (New Member) - WAGS-1940 - Land titles : Lot # C116/78 (1.191 Ha) 2) Rasman Bin Poot & Rosenanee Bt Mustafa - WAGS 1440 - Land titles : Lot # 4493 (0.868 Ha) 3) Tan Teik Hoe - WAGS-37 - Land titles : Lot # 4154 & 648 4) Khong Lai Fong - WAGS 1369 - Land titles : Lot # 4122 (1.236 Ha) 5) Lim Heng Seik - WAGS 27 - Land titles : Lot # 49/81 (: 3.622 Ha) 6) Pandak A/P Dugan - WAGS 53 - Land titles : Lot # TNH 6312413 (1.416Ha) 	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
The Group Manager shall demonstrate documentary evidence of legal ownership or lease, history of land tenure and the actual legal use of the land according to local laws.	<p>Sheet 3: Producer Registration PG TJC includes all the information needed for all existing and new farmers. e.g. date of compulsory training and monitoring, date joined as member, unique member registration (WAGS ID No), MPOB license number and Wildasia Knack, new database system</p> <ul style="list-style-type: none"> i) Member's details ii) Activity's log ii) Management profile iv) List of registered land v) Regulatory license (MPOB license etc) vi) List of registered buyers vii) Annual production records vii) Management option (self, outsource, relative etc. <p>The hectares was monitored through Excel Sheet 4: PG Farm Registration_PG.</p>	
Maps showing the legal boundaries shall be kept.	Maps showing the legal boundaries were kept and available for sampled existing and new members under SLSB.	
2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individual members shall demarcate the boundaries of their land.	Visit to the farms during field visits indicated that all the farmers were able to demonstrate where their legal boundaries. The boundaries was demarcated using boundary stones, markers, constructed drains and fences and hips of fronds.	
Requirement for Group Manager		
Check that boundaries are demarcated.	The Group does annual internal audits where they inspect the visual indication of farm boundary, based on the available checklist "Smallholders farm Inspection Checklist". The internal audits are done during Initial Farm Survey and Farm Inspection (Annually).	
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).		
Requirement for Individual Member with up to 50ha of plantation size		N/A
N.A	N/A	
Requirement for Group Manager		
N.A	N/A	

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Criterion / Indicator	Assessment Findings	Compliance
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
There are conflicts: Explain why and what is the current status. Update this status every quarter until finalised. Record all meetings and who attended.	There's no any significant land conflicts among the members of WAGS based on the site assessment including documentations and interviews of sampled smallholders.	
Requirement for Group Manager		
If there are conflicts: The Group Manager shall ensure that there is an ongoing process to resolve the conflict and ensure records of meetings are being kept by the group member.	WAGS has established a Legal Land Conflict Management procedure (Doc. No.: WMS 2.3.2.2 dated 31/8/2018) to ensure land conflict is resolved in a timely manner and involved process of consultation, negotiation and compensation. There was no land conflict reported during the time of audit.	
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).		
Requirement for Individual Member with up to 50ha of plantation size		Yes
In each case, open a case file starting with a statement regarding the boundaries under dispute outlining the issues and the scope.	There's no any significant land conflicts among the members of WAGS based on the site assessment including documentations and interviews of sampled smallholders.	
Requirement for Group Manager		
N.A	N/A	
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	
Requirement for Group Manager		
N.A	N/A	
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.		

Criterion / Indicator	Assessment Findings	Compliance
<p>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).</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities).	Map that show the smallholder's plot was developed and kept in each respective smallholder's folders. Interview of sampled smallholders confirmed that the mappings were done to ensure the plot areas are correct. Site visit to the smallholders' farms found that boundaries were clearly demarcated with trenches, fencing and boundary stones.	
<p>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:</p>		
<p>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;</p> <p>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;</p> <p>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.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Demonstrate that they have the right to use the land and or have customary rights over the land they farm.	<p>Selected smallholders owned the land legally with applicable land title and licenses. Copy of the title is available at WAGS office, SLSB and TJC. The sampled land titles as below:</p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-161 Agreement Date: 28/10/2015 Land Title: No. H.S.(M) 663, Lot 3633, 1.3 ha ii. WAGS Member ID: WAGS-162 Agreement Date: 13/10/2015 Land Title: No. H.S.(M) 71/75, Lot 3747, 3748, 1.141 ha iii. WAGS Member ID: WAGS-73 Agreement Date: 27/10/2015 Land Title: 2585, Lot 3412, 1.2897 ha iv. WAGS Member ID: WAGS-191 Agreement Date: 30/11/2015 Land Title: 18390, Lot 7950, 4.15 ha 	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages.	The user rights evidences were kept in individual member file in appropriate languages. No any dispute that requires negotiated agreements between individual members and affected stakeholders during the time of audit.	
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.	The user rights evidences were kept in individual member file in appropriate languages. No any dispute that requires negotiated agreements between individual members and affected stakeholders during the time of audit.	
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.	The user rights evidences were kept in individual member file in appropriate languages. No any dispute that requires negotiated agreements between individual members and affected stakeholders during the time of audit.	
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
<p>This Criterion is not applicable to independent smallholders. See reference RSPO P&C 2013, under Criterion 3.1 Guidance.</p> <p>It is recommended for groups of smallholders to have a business plan for long-term economic viability of their operation, considering among others, cost of annual maintenance, replanting, potential expansion and long term sustainability of certification.</p>	<p>A business plan for the year 2020 is available which incorporates the planned activities such as field operations, management resources & communication, smallholder technical support programme established and etc.</p>	<p>Yes</p>
<p>3.1.2 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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>
<p>N.A</p>	<p>N/A</p>	
<p>Requirement for Group Manager</p>		
<p>N.A</p>	<p>N/A</p>	<p>Yes</p>
<p>Principle 4: Use of appropriate best practices by growers and millers</p>		
<p>Criterion 4.1:</p>		
<p>Operating procedures are appropriately documented, consistently implemented and monitored.</p>		
<p>4.1.1 Standard Operating Procedures (SOPs) for estates and mills are documented</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		
<p>N.A</p>	<p>N/A</p>	<p>N/A</p>
<p>Requirement for Group Manager</p>		

Criterion / Indicator	Assessment Findings	Compliance
<p>Group Manager develops appropriate SOPs for the group:</p> <ul style="list-style-type: none"> • Ensure through a set procedure any pre-existing SOPs for BMP by current members, are compliant & consistent with the group SOPs • Keep a register of members who have pre-existing non-group SOPs that are accepted as compliant and consistent with group SOPs. 	<p>WAGS Group Guidance was established to monitor the best practice, sighted: Training module that established was implemented as a SOP for WAGS dated 16 Nov 2018 for the existing member. The module covered on: T01: Introduction to Wild Asia and RSPO T02: Guidance for Farm Management T03: Introduction to documentation Training T04: Health and safety T05: Environment management (for small farm) T06: Code of conduct and membership requirement T07: Social T08: New planting and replanting T09: FFB pricing and grading T10: BMP on harvesting T11: Common Pest and Disease</p> <p>In additional to that, all members are also provided with a 'Sustainable Management Guide for Palm Oil Booklet'. Amongst stated in the booklet are Introduction of Wild Asia, WAGS Membership, Good Management Practices, Health & Safety and Social. This booklet is used as a guideline to ensure best practises are ensured.</p>	<p>Yes</p>
<p>4.1.2 A mechanism to check consistent implementation of procedures shall be in place.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		
<p>N.A</p>	<p>N/A</p>	<p>N/A</p>
<p>Requirement for Group Manager</p>		
<p>The Group Manager has regular checks using procedures set at group level for SOP implementation.</p>	<p>The Group does regular inspections where they inspect the compliance towards the SOP and Management Palm Booklet, based on the available checklist 'Smallholders Farm Inspection Checklist'. The inspections are done during Initial Farm Survey and Farm Inspections. The frequency of the inspections are done based on the risk factor assigned by the group.</p> <p>Field conditions of few sampled estates could be further improved as the following issues sighted.</p> <p>i) Weeding was not conducted for a few months/years. ii) Manuring has been overdue for a few years and no pruning was done.</p> <p>Therefore it is evident that these members do not implement the SOP in their sites. Therefore an OFI was raised.</p>	<p>Yes</p>
<p>4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p>		

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		
Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs.	The SOP is simplified by the Group Manager for the understanding of the members and cascaded through a booklet titled 'Panduan Pengurusan Kebun Kelapa Sawit Mampan'. All members undergo a training on the booklet when they join as a member with WAGS. During the site visits and interviews with the members, it was sighted that they have a copy of the booklet and they understand the contents of the SOPs in the booklets.	Yes
Requirement for Group Manager		
Group Manager oversees the individual record keeping by members	Group Manager has provided the Group members with forms to be filled up such as Fertilizer Record Forms, Chemical Record Forms, FFB Record Forms. This forms are submitted to the Group Manager regularly. The requirement of record keeping is emphasized in the booklet provided by the Group Manager to the Group Members. Code of Conduct No.5; Able to maintain all document related to farm operations.	Yes
4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB).		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance																														
<p>Group Manager is responsible to identify where all individual member farms are located as a means to identify FFB origin.</p>	<p>WAGS have established a SOP on Traceability (2.12.1.2) dated 31 December 2017. This SOP includes a system to monitor the origins of FFB from each specific plot for each farmers with Identification ID/WAGS No/ MPOB.</p> <p>WAGS have an Enlarged Perak State map that indicates all the members and their locations on the map. The map is available in soft copy format and was verified by the auditor during the visit.</p> <p>The origin of the FFB is also stated in the weighbridge tickets of the collection centers and monitored by WAGS. Sampled the weighbridge tickets at Sawit Langkap office of the following members:</p> <table border="1" data-bbox="563 920 1289 1319"> <thead> <tr> <th>Name</th> <th>WAGS ID</th> <th>Date</th> <th>FFB</th> </tr> </thead> <tbody> <tr> <td>Kemajuan Agrosawit Sdn Bhd</td> <td>WAGS 1906</td> <td>19.12.2019</td> <td>6.05</td> </tr> <tr> <td>Ho Liong Bah</td> <td>WAGS 1903</td> <td>13.12.2019</td> <td>3.31</td> </tr> <tr> <td>Heah Anu @ Lean Chin Lian</td> <td>WAGS 1908</td> <td>16.12.2019</td> <td>0.63</td> </tr> <tr> <td rowspan="2">Goh Keh Hooi</td> <td rowspan="2">WAGS 1948</td> <td>28.12.2019</td> <td>2.41</td> </tr> <tr> <td>30.12.2019</td> <td>4.31</td> </tr> <tr> <td rowspan="3">Goh Chii Guey</td> <td rowspan="3">WAGS 1946</td> <td>07.12.2019</td> <td>1.21</td> </tr> <tr> <td>18.12.2019</td> <td>1.04</td> </tr> <tr> <td>18.12.2019</td> <td>7.86</td> </tr> </tbody> </table>	Name	WAGS ID	Date	FFB	Kemajuan Agrosawit Sdn Bhd	WAGS 1906	19.12.2019	6.05	Ho Liong Bah	WAGS 1903	13.12.2019	3.31	Heah Anu @ Lean Chin Lian	WAGS 1908	16.12.2019	0.63	Goh Keh Hooi	WAGS 1948	28.12.2019	2.41	30.12.2019	4.31	Goh Chii Guey	WAGS 1946	07.12.2019	1.21	18.12.2019	1.04	18.12.2019	7.86	<p>Yes</p>
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<p>Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield</p>																																
<p>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.</p>																																
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<p>N.A</p>	<p>N/A</p>	<p>N/A</p>																														
<p>Requirement for Group Manager</p>																																

Criterion / Indicator	Assessment Findings	Compliance
Group Manager to maintain regular records of soil fertility practices by all members as per SOPs.	<p>The WAGS Group monitor and maintain regular records for soil fertility practices of the members.</p> <p>WAGS have implemented Bio Intensive Agriculture, a method of farm management that encourages the uses of organic matters to increase soil fertility by increasing microbes activity therefore reducing the use of agrochemicals.</p> <p>Baseline Soil Assessment Survey is conducted to establish relationship between Soil fertility and tree health. The survey is done by Centre of Environment and Hydro ecology, United Kingdom. The last survey was done for 24 Farmer (25 Plots) on May 2019.</p>	Yes
4.2.2 Records of fertiliser inputs shall be maintained.		
Requirement for Individual Member with up to 50ha of plantation size		
Responsibility of individual members to maintain fertilizer records.	During the site visit and interview with the members, it was acknowledged that the members keep a record of the fertilizers that are applied in their respective sites.	Yes
Requirement for Group Manager		
Group Manager to provide template to record fertilizer usage and mill by-products usage.	WAGS have implemented a template for fertilizer input form which have been cascaded to all group members. The Group members are required to submit the records of fertilizer inputs as and when the fertilizers are applied at the respective plots.	Yes
4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership.	Baseline Soil and Foliar Analysis is conducted to establish relationship between Soil fertility and tree health. The survey is done by Centre of Environment and Hydro ecology, United Kingdom. The last survey was done for 24 Farmer (25 Plots) on May 2019.	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

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Group Manager oversees and ensures implementation of nutrient recycling for the group.	The implementation of nutrient recycling is indicated in the Sustainable Management of Oil Palm Booklet to be followed by the Group Members. The booklet states the use of Frond Staking, EFB Mulching & Decanter Cake. It was sighted in WAGS member (Lingkaran Eksklusif Sdn. Bhd) that EFB were applied in between the palms as a nutrient recycling programme.	Yes
Criterion 4.3:		
Practices minimise and control erosion and degradation of soils.		
4.3.1 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Where available individual members shall provide soil maps of their own farm to the Group Manager.	Soil map for WAGS Perak was available during site audit under document Annual Environmental Management Register WAGS Perak Scheme Report for 2019. The Register states that 'All the WAGS farms fall on some form of inland alluvial soil. These soils are all considered suitable for oil palm cultivation'.	Yes
Requirement for Group Manager		
Group Manager shall compile and maintain an overall soil map for the group.	Soil map for WAGS Perak was available during site audit under document Annual Environmental Management Register WAGS Perak Scheme Report for 2019. The Register states that 'All the WAGS farms fall on some form of inland alluvial soil. These soils are all considered suitable for oil palm cultivation'.	Yes
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).		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Group Manager develops a policy and procedure for planting on slopes.	The Master WAGS Group Policy (June 2019) has identified procedures for planting on slopes. The policy states that the members, business associates and partners shall avoid extremely marginal soils (avoids plantings on peat (wetlands) or on extensively steep areas.	Yes
4.3.3 A road maintenance programme shall be in place.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
A road maintenance programme is maintained at Group level, this includes an approval process for any new roads being developed by individual members	A road maintenance programme is available in the Road Maintenance Guidelines for Group Managers and Members, dated 14 Feb 2020.	Yes
4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall record water levels at regular basis as specified within group SOP	No peat soils in WAGS Perak areas as indicated in the soil map provided by the Group Manager. Verification site been made.	Yes
Requirement for Group Manager		
Group manage to have monitoring procedure for peat subsidence and water management for plantings on peat where relevant	No Peat soils in WAGS Perak areas as indicated in the soil map provided by the Group Manager. Verification site been made	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Group Manager develops regular drainability assessment schedule for the group and implements this	No Peat soils in WAGS Perak areas as indicated in the soil map provided by the Group Manager. Verification site been made	Yes
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).		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
There is a group level policy and plan for managing fragile and problem soils occurring in the group. The Group Manager shall ensure implementation by individual group members.	No fragile or problem soils in WAGS Perak area. Verification site been made.	Yes
Criterion 4.4: Practices maintain the quality and availability of surface and ground water.		

Criterion / Indicator	Assessment Findings	Compliance
4.4.1 An implemented water management plan shall be in place.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
The responsibility of Group Manager	Training T05 Environmental Management was provided to the farmers to brief on the riparian and buffer zones. Details as per 4.4.2.	Yes
Group Manager shall have Map of all water ways and water bodies and have procedures as part of water management plan	The maps in this relation was presented and sighted during site visit at WAGS Perak Unit Office. The map titled "Forests & River surrounding WAGS Perak Farms" dated 13/2/2020 contained among others details as follows; a) Location of rivers (Sg Kroh, Sg Chikus, Sg Cenderiang, Sg Bidor) b) Location of farms by Producer Group c) Forest reserves d) Inland / mangrove / Peat swamp.	
4.4.2 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Where applicable individual members shall demonstrate maintaining and restoring riparian and other buffer zones as specified within group SOPs.	Based on the smallholder plot visits on the 04/3,5/3 and 6/3/2020 for the selected smallholders site and plot with presence of riparian buffer and also areas near to Sg Rebak, the smallholders were able to demonstrate in maintaining and restoring riparian zone with no application of chemical and fertilizer along the river width away from the bank. This was sighted and verified. This being specified in T05 Environmental Management – avoidance of chemical application at areas near to the water course.	Yes
Requirement for Group Manager		

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The responsibility of Group Manager	<p>The Riparian Protection was established and being briefed on the conservation of buffer zone, riparian buffer and natural river. Training T05 Environmental Management was provided on this compliance and requirement. Details of training among others include the following;</p> <table border="1" data-bbox="563 616 1262 1339"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Introduction to MSPO RSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness MSPO RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO / MSPO</td> <td>2</td> </tr> <tr> <td>20/8/19</td> <td>MSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>26/2/19</td> <td>MPOB Stakeholder MSPO briefing</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder MSPO briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>4/12/19</td> <td>Awareness RSPO – stakeholders</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Introduction to MSPO RSPO	8	22/4/19	Awareness MSPO RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO / MSPO	2	20/8/19	MSPO awareness – Refresher	8	26/2/19	MPOB Stakeholder MSPO briefing	2	01/4/19	MPOB Stakeholder MSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	01/2/19	Social, ESH, chemical handlings	18	4/12/19	Awareness RSPO – stakeholders	5	25/2/19	Stakeholder – sustainable CPO	5	6/2/20	Guidance – farm management	23	Yes
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4.4.3 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).																																						
Requirement for Individual Member with up to 50ha of plantation size																																						
N.A	N/A	N/A																																				
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4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.																																						
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<p>Criterion 4.5:</p> <p>Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>																																						

Criterion / Indicator	Assessment Findings	Compliance
4.5.1 Implementation of Integrated Pest Management (IPM) plans shall be monitored.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
The responsibility of Group Manager. Have a written procedure on IPM.	The Group Manager have adapted a written IPM Procedure. TSP: b2.1 Title: Integrated Pest Management Overview Guidance. (Issue Date – 25.Nov.2016)	Yes
4.5.2 Training of those involved in IPM implementation shall be demonstrated.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members must attend training.	The members have attended trainings such as Good Agricultural Practices which includes IPM as one of the topics in the training materials. Sighted the latest training dated 26th & 27th February 2020 attended by 8 Smallholders of the WAGS Group.	Yes
Requirement for Group Manager		
Group Manager to provide IPM training.	The IPM procedures have been conveyed through PowerPoint presentations and displayed to the Group Members during the regular TO2 trainings (Guidance for Farm Management) conducted by the Group Manager. The basic IPM Procedures are also incorporated in the booklet (Panduan Pengurusan Kebun Kelapa Sawit Mampan), which has been cascaded to all Group Members.	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall be able to demonstrate knowledge of pest & applicable chemical use.	During the site visit and interviews with the respective site owners it was acknowledged that all members are aware of the pests that are present at their sites and the applicable chemical that are permitted to use to eliminate the pests.	Yes
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance															
Group Manager to develop manual for pest & chemical use and relevant training.	<p>The Group Manager have developed a WAGS Training Series : T11 – Common Pests In OP Farm With Symptoms & Control Measures. The manual contains the list of active ingredients which is used in chemical application method for individual pest.</p> <table border="1" data-bbox="564 618 1289 1200"> <thead> <tr> <th data-bbox="564 618 767 696">PEST</th> <th data-bbox="767 618 1078 696">ACTIVE INGREDIENTS</th> <th data-bbox="1078 618 1289 696">METHOD OF APPLICATION</th> </tr> </thead> <tbody> <tr> <td data-bbox="564 696 767 891">Rat</td> <td data-bbox="767 696 1078 891">1st phase: Warfarin and Chlorophacinone 2nd phase: Brodifacoum and Bromadiolone</td> <td data-bbox="1078 696 1289 891">Baiting</td> </tr> <tr> <td data-bbox="564 891 767 969">Termite</td> <td data-bbox="767 891 1078 969">Organochlorine (Cyclodine)</td> <td data-bbox="1078 891 1289 969">Spraying</td> </tr> <tr> <td data-bbox="564 969 767 1122">Rhinoceros Beetle</td> <td data-bbox="767 969 1078 1122">Organochlorines, Carbofuran, Monocrotophos, Lambdachalothrin</td> <td data-bbox="1078 969 1289 1122">Pheromone Traps,</td> </tr> <tr> <td data-bbox="564 1122 767 1200">Bagworm</td> <td data-bbox="767 1122 1078 1200">Monocrotophos, Tricholorfon</td> <td data-bbox="1078 1122 1289 1200">Trunk Injection</td> </tr> </tbody> </table>	PEST	ACTIVE INGREDIENTS	METHOD OF APPLICATION	Rat	1st phase: Warfarin and Chlorophacinone 2nd phase: Brodifacoum and Bromadiolone	Baiting	Termite	Organochlorine (Cyclodine)	Spraying	Rhinoceros Beetle	Organochlorines, Carbofuran, Monocrotophos, Lambdachalothrin	Pheromone Traps,	Bagworm	Monocrotophos, Tricholorfon	Trunk Injection	Yes
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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.																	
Requirement for Individual Member with up to 50ha of plantation size																	
Individual members keep records of pesticides use.	The records of pesticides use by the members were kept in the individual file at site accordingly.	Yes															
Requirement for Group Manager																	
Group Manager has oversight responsibility	<p>Records of a.i volume used is provided by the Group Members to the Group Manager and is available in the Knack System. Sighted the sampled ai/Ha records as below:</p> <table border="1" data-bbox="564 1603 1182 1883"> <thead> <tr> <th data-bbox="564 1603 831 1648">Group Member</th> <th data-bbox="831 1603 1002 1648">2018</th> <th data-bbox="1002 1603 1182 1648">2019</th> </tr> </thead> <tbody> <tr> <td data-bbox="564 1648 831 1693">Chain Mee Yuan</td> <td data-bbox="831 1648 1002 1693">362.02</td> <td data-bbox="1002 1648 1182 1693">366.26</td> </tr> <tr> <td data-bbox="564 1693 831 1738">Foong Chee Wai</td> <td data-bbox="831 1693 1002 1738">33.63</td> <td data-bbox="1002 1693 1182 1738">33.63</td> </tr> <tr> <td data-bbox="564 1738 831 1827">Herzuza A/P Dongkin</td> <td data-bbox="831 1738 1002 1827">136.33</td> <td data-bbox="1002 1738 1182 1827">136.33</td> </tr> <tr> <td data-bbox="564 1827 831 1883">Diman A.L Lahit</td> <td data-bbox="831 1827 1002 1883">149.79</td> <td data-bbox="1002 1827 1182 1883">149.79</td> </tr> </tbody> </table>	Group Member	2018	2019	Chain Mee Yuan	362.02	366.26	Foong Chee Wai	33.63	33.63	Herzuza A/P Dongkin	136.33	136.33	Diman A.L Lahit	149.79	149.79	Yes
Group Member	2018	2019															
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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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Responsibility of the Group Manager.	Sighted in the WAGS Group Management Plan, TSP:ST02 (Version 1 – Feb 2013; Review Date June 2018), <ul style="list-style-type: none"> - Periodic updates of monitoring sheets #6 tracks record of all chemicals. - Conduct participatory meetings with members to identify alternatives - Improve chemical modules established. The essence of this module discusses how to reduce the use of chemicals in an effort to minimize chemical hazard exposure. - Ensure awareness training on Pest Management - Identify module farms where these practices can be put in place. 	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Responsibility of the Group Manager.	The WAGS Group have indicated the commitment to reduce hazardous chemical through an 'Agrochemical Management Best Practices' declaration, where they have committed to: <p>Periodic updates on monitoring sheets. Tracks records of all chemicals used and types.</p> <p>Conduct participatory meetings with members to identify alternative pesticides that can be used or if other biological methods can be implemented instead.</p> <p>Improve chemical modules established. The essence of this module discusses how to reduce the use of chemicals in an effort to minimize chemical hazard exposure.</p>	Yes
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).		

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		
Individual members ensure that anyone handling chemicals has attended relevant training.	Chemical handling training is conducted to this Sawit Langkap Group by MPOB, SLSB Trading Sdn. Bhd. This training including manuring, best practice, chemical handling, safety and others dated 18 November 2017. WAGS have also conducted training on chemical handling dated 01.02.2019 attended by 18 members.	Yes
Requirement for Group Manager		
Group Manager has oversight responsibility	The training for pesticides operation was conducted to all members as part of the T02 Training which is provided to all members when they join as a member with WAGS.	Yes
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).		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members store pesticides consistent with Group SOPs.	Storage of all pesticides was found adequate at members own store.	Yes
Requirement for Group Manager		
Group Manager has oversight responsibility	The Group manager management has conducted the training accordingly to the members on how to handle the chemical including the storage of the chemicals. The records of training for members were sighted dated 01.02.2019.	Yes
4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Responsibility of the Group Manager.	The Group Manager have through the booklet Panduan Pengurusan Kebun Kelapa Sawit Mapan provided to the members methods to eradicate pests which minimise risk and impacts to them and environment.	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Responsibility of the Group Manager.	During site verification and interview with Small holder and group manager, no aerial spraying was conducted at WAGS Perak.	Yes
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).		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Responsibility of the Group Manager.	The members are regularly provided with skills and knowledge on pesticide handling. The latest training on pesticide handling dated 01.02.2019 attended by 18 members.	Yes
4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members must dispose of waste materials according to group SOPs.	<p>The waste materials are disposed accordingly to the SOP established by the Group Manager. Among others the following was practiced. Guidance as T05 among others specifying the following;</p> <ul style="list-style-type: none"> a) Recycling practices adopted. b) Adequate distance between disposal site and housing/water source c) Practice triple rinsing in farm operations. d) Disposal is made to M/s I-Cycle Sdn Bhd for empty containers. Sighted the following transaction; <ul style="list-style-type: none"> - Total 666.5 kg dispatched - M/s Azlina Dongkin on 19/3/19 delivered 10 kg plastic containers. <p>Records of disposal being maintained at WAGS SPU Perak and summarized on a yearly basis.</p>	Yes
Requirement for Group Manager		
Group Manager has oversight responsibility	The waste material is disposed accordingly followed as per SOP established by the Group Manager. Details as described in 4.6.10 above.	Yes
4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Group Managers to monitor occurrence of illnesses and health conditions of members and their workers that are handling agrochemicals, to identify needs for medical check-up.	The Group Manager has provide all members with emergency contact numbers to contact and report on any accident cases, illness and health conditions including those involved with agrochemicals. The Group Manager has made available a record book to record the cases reported to them. There were no cases reported to date.	Yes
4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members ensure no pregnant or breastfeeding women are handling pesticides.	No record of women work with pesticide in individual member. During interview with the members, it had explained that the spraying activity was done by the male workers.	Yes
Requirement for Group Manager		
Group Manager has oversight responsibility.	From the interview, the group manager have workers register updated from time to time from each farmer to ensure no women workers involve with chemical handling. Interview and site visit confirmed the implementation.	Yes
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 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Members shall provide input to the development of the OHS policy and management plan	The WAGS Group Policy (June 2019) states 'The Workplace Is Healthy And Safe. We are committed to provide a safe, hygienic and healthy workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work as a result of the operation. There shall be a system in a place to detect, avoid and respond to potential risks to the safety and health of all employees.'	Yes
Requirement for Group Manager		
Group Manager shall conduct a risk assessment in collaboration with members.	The risk assessment is conducted in collaboration with the members and available in the 'significant risk register', which identifies the possible risks that are on site. Among the risks that were identified were accidents with heavy machinery, heavy loads, handling hazardous chemicals, blade injury, harvesting in risky locations, etc.	Yes
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.		

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Requirement for Individual Member with up to 50ha of plantation size		
Member shall collaborate with Group Manager to ensure dangers on farm are identified	Members collaborate with the Group Manager to ensure the dangers on farm are identified through the risk assessment report. The risk assessment is available in the 'significant risk register' which identifies the possible risks that are on site. Among the risks that were identified were accidents with heavy machinery, heavy loads, handling hazardous chemicals, blade injury, harvesting in risky locations, etc.	Yes
Requirement for Group Manager		
Based on the identified risks, an Occupational Health and Safety policy and/or plan shall be documented and implemented, including the need for medical insurance for workers appropriate to scale.	The WAGS Group Policy (June 2019) states 'The Workplace Is Health And Safe. We are committed to provide a safe, hygienic and healthy workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work as a result of the operation. There shall be a system in a place to detect, avoid and respond to potential risks to the safety and health of all employees.	Yes
4.7.3 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Members shall attend trainings related to OHS.	Members have attended training conducted by MPOB dated 18.Nov.2019 which highlights the importance of OHS in the Oil Palm Sites. All members have undergone the T02 training which is a compulsory training provided by the Group Manager for all members when they join as a member of WAGS. The members are provided a booklet 'Panduan Pengurusan Kebun Kelapa Sawit Mampan' that includes Health and Safety Risks, Prevention for Farmers, PPE for Sprayers & Manurers, Store Safety, Chemical Classes, Chemical Management and Triple Rinse Procedures.	Yes
Members shall implement the management plan and at least ensure the provision of PPE and medical check-ups for high risk workers. In the case of hazardous chemical use, a description of the relevant chemicals should be brought to the field.	Members have been provided with appropriate PPE from MPOB and the Group Manager for Field Works. Interview with the sampled members ensures that they are all aware of the required PPE's for works such as Chemical Handling, Fertilizer Applications and Harvesting.	
Requirement for Group Manager		
N.A	N/A	N/A

Criterion / Indicator	Assessment Findings	Compliance
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Appropriate to scale, consider forming an Occupational Health Committee.	Not applicable as per OSH act.	Yes
Group Manager reviews the manual periodically.	<p>The OSH Manual is covered under the T02 Guidance for Farm Management. Under the Health & Safety – Human, Animal & Environment, it covers,</p> <ul style="list-style-type: none"> 3.1 Chemical and Equipment handling 3.2 Storage 3.3 Waste Management 3.4 Use of Fire 3.5 Working in the Farm 3.6 Farmer Wellness <p>The Group Manager have reviewed the manual periodically, latest 21.10.2019.</p>	Yes
4.7.5 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Members shall report accidents on the farm to the Group Manager.	From the interview, the members are aware that the accidents that occur must reported to Group manager. Members are not obliged to report accidents to Group Manager as per WAGS procedure (Accident Reporting Procedure D4.1.5.1 dated 5.10.2018). No record or accident happen during 2019.	Yes
Each member ensures that there is a first aid kit available at the work site when there is operation going on in the field.	<p>Members are not required to have this as long as someone is trained on first aid is available at site. In this case. For Air Kuning, Project Coordinator Nadiah Jalaluddin and Field Officer Teoh Yoke Teng are available on site who are also the trained First Aider.</p> <p>During interview with farmer, they aware regarding to first aid and always in standby for any emergency.</p>	Yes
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Group Managers shall develop OHS / First Aid manual and distribute to all individual members.	The OSH Manual is covered under the T02 Guidance for Farm Management. Under the Health & Safety – Human, Animal & Environment, it covers, 3.1 Chemical and Equipment Handling 3.2 Storage 3.3 Waste Management 3.4 Use of Fire 3.5 Working in the Farm 3.6 Farmer Wellness The Group Manager have reviewed the manual periodically, latest 21.10.2019.	Yes
Group Manager shall hold regular training based on Group OHS / First Aid manual for members and/or workers.	T04 – Health and Safety Training Materials covers the ERP, steps to be taken during emergency, emergency contact numbers availability, etc.	
Group Manager shall record members' accidents on the farm.	Group Manager maintains a booklet (WAGS Perak Logbook Illness and Health Record) to monitor the accidents that occur in the farm. There were no accidents reported and recorded in by the members as of the audit day.	
4.7.6 All workers shall be provided with medical care, and covered by accident insurance.		
Requirement for Individual Member with up to 50ha of plantation size		
Appropriate to scale, workers shall be provided with medical care and covered by medical insurance	Workers will be provided with medical care when accident occurs. The workers will be sent to the nearby clinics with the costs bared by the members. There were no cases reported in WAGS Perak.	Yes
If accidents occur involving casual workers, members shall be expected to provide medical care for the workers involved	If accident occurs to casual workers, they are treated to the nearest <i>clinic kesihatan</i> , provided by the land owner (smallholder).	
Requirement for Group Manager		
N.A	N/A	N/A
4.7.7 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
N.A	N/A	N/A
Criterion 4.8:		
All staff, workers, smallholders and contract workers are appropriately trained.		
4.8.1 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.		

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Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		

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<p>Anyone working on the farm shall be briefed on best practices relevant to the job they are doing.</p> <p>Members and workers shall participate in the trainings where appropriate.</p> <p>Members inform the Group Manager on participation of workers in training</p>	<p>Mainly the field operations and activities were outsourced with the exception of few Orang Asli. Training was provided to the owners on the proper practices with guidance of the training module:</p> <ul style="list-style-type: none"> a) T05 (Environmental management for small farm on Racun Rumpai, Racun Serangga and Racun Perosak), b) T10 Best Management Practices (Harvesting), c) T11 (common Pest & Disease) d) Other modules <ul style="list-style-type: none"> - T02, T03, T04, - T05, T06, T07, - T08, T09, T10, T11, are also kept in records. <table border="1" data-bbox="563 857 1281 1989"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr><td>27/2/20</td><td>Safety Health T01/03/07/06</td><td>8</td></tr> <tr><td>27/2/20</td><td>Introduction to RSPO MSPO</td><td>8</td></tr> <tr><td>22/4/19</td><td>Awareness MSPO RSPO awareness</td><td>8</td></tr> <tr><td>03/4/19</td><td>Dialogue MPOB on RSPO MSPO</td><td>2</td></tr> <tr><td>17/4/19</td><td>Dialogue with Minister</td><td>2</td></tr> <tr><td>20/8/19</td><td>RSPO awareness – Refresher</td><td>8</td></tr> <tr><td>26/2/19</td><td>MPOB Stakeholder RSPO briefing</td><td>2</td></tr> <tr><td>01/4/19</td><td>MPOB Stakeholder RSPO briefing</td><td>2</td></tr> <tr><td>12/2/20</td><td>Stakeholder discussion – TSM</td><td>1</td></tr> <tr><td>26/9/19</td><td>Workers safety and health</td><td>6</td></tr> <tr><td>4/12/19</td><td>Workers awareness – PPE & wages</td><td>2</td></tr> <tr><td>4/12/19</td><td>Harvesting & pruning</td><td>6</td></tr> <tr><td>4/4/19</td><td>Traceability understanding – s/holders</td><td>4</td></tr> <tr><td>01/2/19</td><td>Social, ESH, chemical handlings</td><td>18</td></tr> <tr><td>4/12/19</td><td>Awareness RSPO – stakeholders</td><td>5</td></tr> <tr><td>25/2/19</td><td>Stakeholder – sustainable CPO</td><td>5</td></tr> <tr><td>25/2/19</td><td>Grievance procedure</td><td>5</td></tr> <tr><td>22/1/19</td><td>Legal, GHG, hazardous pesticides.</td><td>30</td></tr> <tr><td>05/2/19</td><td>Bio transfer guidelines</td><td>22</td></tr> <tr><td>6/2/20</td><td>Guidance – farm management</td><td>23</td></tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO MSPO	8	22/4/19	Awareness MSPO RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO MSPO	2	17/4/19	Dialogue with Minister	2	20/8/19	RSPO awareness – Refresher	8	26/2/19	MPOB Stakeholder RSPO briefing	2	01/4/19	MPOB Stakeholder RSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	26/9/19	Workers safety and health	6	4/12/19	Workers awareness – PPE & wages	2	4/12/19	Harvesting & pruning	6	4/4/19	Traceability understanding – s/holders	4	01/2/19	Social, ESH, chemical handlings	18	4/12/19	Awareness RSPO – stakeholders	5	25/2/19	Stakeholder – sustainable CPO	5	25/2/19	Grievance procedure	5	22/1/19	Legal, GHG, hazardous pesticides.	30	05/2/19	Bio transfer guidelines	22	6/2/20	Guidance – farm management	23	<p>Yes</p>
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Criterion / Indicator	Assessment Findings	Compliance																																							
Requirement for Group Manager																																									
<p>Group Manager shall ensure that all members are trained on the RSPO P&C and records of such training shall be kept</p>	<p>Training module T02 (mandatory was provided to all new members) covering fundamental knowledge on RSPO P&C, training materials were sighted having > 60 slides 26 members were trained on T02 on the following dates being refresher program in 2019/2020 among others as shown below.</p> <table border="1" data-bbox="564 701 1262 1503"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Introduction to RSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO</td> <td>2</td> </tr> <tr> <td>17/4/19</td> <td>Dialogue with Minister</td> <td>2</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>26/2/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>4/4/19</td> <td>Traceability understanding – s/holders</td> <td>4</td> </tr> <tr> <td>4/12/19</td> <td>Awareness RSPO – stakeholders</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Introduction to RSPO	8	22/4/19	Awareness RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO	2	17/4/19	Dialogue with Minister	2	20/8/19	RSPO awareness – Refresher	8	26/2/19	MPOB Stakeholder RSPO briefing	2	01/4/19	MPOB Stakeholder RSPO briefing	2	4/4/19	Traceability understanding – s/holders	4	4/12/19	Awareness RSPO – stakeholders	5	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	6/2/20	Guidance – farm management	23	<p>Yes</p>
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<p>Appropriate to scale, Group Manager shall prepare a training plan.</p>	<p>The 2020 Training Plan was incorporated in the WAGS Perak Workplan and Farm Inspection 2020. Reference: Document WAG-004 Training Records.</p>																																								
4.8.2 Records of training for each employee shall be maintained.																																									
Requirement for Individual Member with up to 50ha of plantation size																																									
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<p>Appropriate to scale, training records shall be kept.</p>	<p>Training were made with guidance of the annual work plan. Records were maintained having the following details</p> <p>a) Date / title of training with training material code (summary of training materials as provided hereunder).</p> <p>b) Venue and no of participants</p> <p>The compilation for 2019 and 2020 to date is as shown below.</p> <table border="1" data-bbox="563 645 1270 1910"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSP0</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSP0 awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSP0</td> <td>2</td> </tr> <tr> <td>17/4/19</td> <td>Dialogue with Minister</td> <td>2</td> </tr> <tr> <td>20/8/19</td> <td>RSP0 awareness – Refresher</td> <td>8</td> </tr> <tr> <td>26/2/19</td> <td>MPOB Stakeholder RSP0 briefing</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSP0 briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>26/9/19</td> <td>Workers safety and health</td> <td>6</td> </tr> <tr> <td>4/12/19</td> <td>Workers awareness – PPE & wages</td> <td>2</td> </tr> <tr> <td>4/12/19</td> <td>Harvesting & pruning</td> <td>6</td> </tr> <tr> <td>4/4/19</td> <td>Traceability understanding – s/holders</td> <td>4</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>4/12/19</td> <td>Awareness RSP0 – stakeholders</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Grievance procedure</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>05/2/19</td> <td>Bio transfer guidelines</td> <td>22</td> </tr> <tr> <td>06/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSP0	8	22/4/19	Awareness RSP0 awareness	8	03/4/19	Dialogue MPOB on RSP0	2	17/4/19	Dialogue with Minister	2	20/8/19	RSP0 awareness – Refresher	8	26/2/19	MPOB Stakeholder RSP0 briefing	2	01/4/19	MPOB Stakeholder RSP0 briefing	2	12/2/20	Stakeholder discussion – TSM	1	26/9/19	Workers safety and health	6	4/12/19	Workers awareness – PPE & wages	2	4/12/19	Harvesting & pruning	6	4/4/19	Traceability understanding – s/holders	4	01/2/19	Social, ESH, chemical handlings	18	4/12/19	Awareness RSP0 – stakeholders	5	25/2/19	Stakeholder – sustainable CPO	5	25/2/19	Grievance procedure	5	22/1/19	Legal, GHG, hazardous pesticides.	30	05/2/19	Bio transfer guidelines	22	06/2/20	Guidance – farm management	23	<p>Yes</p>
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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.																																			
5.1.1 An environmental impact assessment (EIA) shall be documented.																																			
Requirement for Individual Member with up to 50ha of plantation size																																			
<p>Individual members shall demonstrate an understanding of the environmental risks of their operations</p>	<p>All the members have attended T05 training which cover all the environmental impacts identified in the operations in the oil palm plantations. Interview with the workers revealed they understood the environmental risk such as spillage of chemical and deforestation. Training in relation to the environmental risk among others as shown below;</p> <table border="1" data-bbox="563 960 1262 1603"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO</td> <td>2</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>26/2/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>06/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	22/4/19	Awareness RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO	2	20/8/19	RSPO awareness – Refresher	8	26/2/19	MPOB Stakeholder RSPO briefing	2	01/4/19	MPOB Stakeholder RSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	06/2/20	Guidance – farm management	23	<p>Yes</p>
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Criterion / Indicator	Assessment Findings	Compliance
Group Managers shall identify all activities that have an impact on the environment.	<p>Identified in the Annual Environmental Management Report 2020 dated 21/2/2020. Report among others having the following details;</p> <ul style="list-style-type: none"> a) Introduction / Background b) Environmental Impacts – Oil palm cultivation c) Environmental Impacts/ Aspects d) Environmental Risks Management / Monitoring e) HCV Biodiversity, New Development f) Water resource protection, use & conservation g) Soil protection, fertility & conservation h) Waste management & pollution control i) GHG Analysis j) Safe use of chemical / chemical management. 	Yes
<p>5.1.2 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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		
Individual members shall demonstrate an understanding of the mitigation plan to reduce the environmental impacts.	<p>During site visit, smallholders were well aware of the environmental impacts and the mitigation plan. Guidance as T05 among others specifying the following;</p> <ul style="list-style-type: none"> a) Recycling practices adopted. b) Adequate distance between disposal site and housing/water source c) Practice triple rinsing in farm operations. <p>Disposal is made to M/s I-Cycle Sdn Bhd for empty containers. the empty chemical containers must be handled by triple rinse and punctured upon use. Mitigation plan is developed and documented in the Regional Work Plan for 2020.</p>	Yes
Individual members shall contribute to the reduction of environmental impacts	<p>T05 Training – Environmental Management Training was conducted for the members. The Panduan Pengurusan Kebun Kelapa Sawit Mampan being distributed to every Group Member. During site visit, interview the smallholder and proven that they were aware of triple rinsing with puncturing the chemical containers on usage.</p>	
<p>Requirement for Group Manager</p>		
Group Managers shall develop a mitigation plan to reduce environmental risks and review the plan every two years of mitigation plan.	<p>Recommendation for the identified impact were documented in the SEIA and HCV of the WAGS Perak compiled dated 21/2/2020. Mitigation plan is developed and documented in Work Plan 2020 and Group Management Plan 2020. The plan is reviewed annually.</p>	Yes

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Criterion / Indicator	Assessment Findings	Compliance																											
<p>5.1.3 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>Requirement for Individual Member with up to 50ha of plantation size</p>																													
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<p>Requirement for Group Manager</p>																													
<p>Group Managers shall organise training for members on environmental risks and mitigation measures.</p>	<p>Training being provided for members in relation to environmental risks and mitigation measures. Among others as described below;</p> <table border="1" data-bbox="564 875 1262 1384"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO</td> <td>2</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>4/12/19</td> <td>Awareness RSPO – stakeholders</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> </tbody> </table>	Date	Subject	Attendee	22/4/19	Awareness RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO	2	20/8/19	RSPO awareness – Refresher	8	01/4/19	MPOB Stakeholder RSPO briefing	2	01/2/19	Social, ESH, chemical handlings	18	4/12/19	Awareness RSPO – stakeholders	5	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	<p>Yes</p>
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<p>Group Managers shall monitor implementation</p>	<p>Monitoring for the implementation is based on Work Plan for 2020. Execution of programs is made based on the program planned.</p>																												
<p>Criterion 5.2:</p>																													
<p>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>																													
<p>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).</p>																													
<p>Requirement for Individual Member with up to 50ha of plantation size</p>																													

Criterion / Indicator	Assessment Findings	Compliance
Individual members shall demonstrate basic understanding of HCVs and RTEs and the need to protect them	Display on local RTEs is available during onsite audit. T05 Training – Environmental Management Training has been conducted with members. Based on interview with the smallholder, they were aware on the list of RTE species. Such information was provided in the smallholder handbook for reference. Records if any will be registered in RSU office in Log book. Sighted information dated 19/11/17 – long tail macaque at Kg Cenderung Kelubi.	Yes
Individual members shall participate in the HCV assessment.	As per HCV findings of SEIA and HCV of the WAGS SPU Perak which completed on 9 December 2015, the methodology which incorporated; a) site observation b) consultation with local communities. The local villager, workers from estates and dealers actively participated in the HCV assessment.	
Requirement for Group Manager		
HCV assessments shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available; see guidance).	SEIA and HCV of the WAGS SPU Peak were conducted and compiled by the Wild Asia Assessment team dated 09 Dec 2015. The report till 2020 remained current without major changes. The list of HCVs being summarized under classification of "absence and potential" in the region.	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall check with the Group Manager status of HCVs and RTEs of their farm based on the HCV assessment report	The list of HCVS and RTEs findings were displayed on the notice board. Based on interview with the smallholder, they were aware on the list of RTE species which were also provided in the smallholder handbook for reference and guidelines.	Yes
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance																					
<p>Group Managers shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan</p>	<p>The HCV Management Plan (HCV & Bo-Diversity Plan for improvement) was incorporated under Annual Work Plan reviewed and updated in Jan 2020. Among others to highlight to the farmers on the protection of areas/natural waterways/potential HCVs. The monitoring is made during the regular field checks to ensure compliance i.e. clear boundaries and without any encroachments.</p> <table border="1" data-bbox="563 680 1118 1025"> <thead> <tr> <th></th> <th>HCV classification</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>HCV 1</td> <td>Potential</td> </tr> <tr> <td>2</td> <td>HCV 2</td> <td>Absent</td> </tr> <tr> <td>3</td> <td>HCV 3</td> <td>Absent</td> </tr> <tr> <td>4</td> <td>HCV 4</td> <td>Potential</td> </tr> <tr> <td>5</td> <td>HCV5</td> <td>Potential</td> </tr> <tr> <td>6</td> <td>HCV 6</td> <td>Potential</td> </tr> </tbody> </table> <p>This status in the report is made based on the availability of Orang Asli settlement at various locations in Perak.</p>		HCV classification	Status	1	HCV 1	Potential	2	HCV 2	Absent	3	HCV 3	Absent	4	HCV 4	Potential	5	HCV5	Potential	6	HCV 6	Potential	<p>Yes</p>
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<p>5.2.3 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>Requirement for Individual Member with up to 50ha of plantation size</p>																							
<p>Individual members shall make their workers aware of the status of RTE species and the applicable disciplinary measures.</p>	<p>The members understood the method communication i.e. via meeting with field assistants and the SPU. The notice is displayed on the notice board in WAGS SPU Office, M/s Teik Joo Chan/Sawit Langkap offices. The Oil Palm Management guidelines were also distributed to each of the members.</p>	<p>Yes</p>																					
<p>Requirement for Group Manager</p>																							

Criterion / Indicator	Assessment Findings	Compliance																								
<p>Group Manager conducts training for their individual members and their workers about the status of HCV and RTE species and the applicable disciplinary measures</p>	<p>Training has been provided to the individual members in relation to the protection / penalties of HCV and RTE species violation and the applicable disciplinary measures under T02 for Guidance for Farm Management on SPO.</p> <table border="1" data-bbox="564 584 1262 1048"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Grievance procedure</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>06/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	22/4/19	Awareness RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO	2	01/4/19	MPOB Stakeholder RSPO briefing	2	25/2/19	Stakeholder – sustainable CPO	5	25/2/19	Grievance procedure	5	22/1/19	Legal, GHG, hazardous pesticides.	30	06/2/20	Guidance – farm management	23	<p>Yes</p>
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<p>5.2.4 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>Requirement for Individual Member with up to 50ha of plantation size</p>																										
<p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs)</p>	<p>Training has been provided to the individual members in relation to the protection / penalties of HCV and RTE species violation and the applicable disciplinary measures under T02 for Guidance for Farm Management on SPO.</p> <table border="1" data-bbox="564 1451 1262 1915"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>03/4/19</td> <td>Dialogue MPOB on RSPO</td> <td>2</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>25/2/19</td> <td>Grievance procedure</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>06/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	22/4/19	Awareness RSPO awareness	8	03/4/19	Dialogue MPOB on RSPO	2	01/4/19	MPOB Stakeholder RSPO briefing	2	25/2/19	Stakeholder – sustainable CPO	5	25/2/19	Grievance procedure	5	22/1/19	Legal, GHG, hazardous pesticides.	30	06/2/20	Guidance – farm management	23	<p>Yes</p>
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Criterion / Indicator	Assessment Findings	Compliance
Requirement for Group Manager		
Group Managers shall implement a mechanism for individual members to report on threats to HCVs	The SPU office maintained a logbook having: a) details of threats to HCV b) sightings of RTE) Sighting of RTE if any will be reported to the SPU office for further action and records.	Yes
5.2.5 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.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall be aware of the rights of other local communities that are related to identified HCVs and RTEs	Most of the smallholders possessed ownership of their own land. Interview with members revealed that they were well aware the rights of other local communities related to identified HCVs and RTE.	Yes
Requirement for Group Manager		
In cases where there is an overlap of local community rights and HCV areas, the Group Manager shall initiate the negotiation of an agreement that optimally safeguards both the HCVs and these rights	Till to date, there is no reporting in cases where there is an overlap of local community rights and HCV areas. All owners possessed their respective legal land title or authority issuance letter.	Yes
Criterion 5.3:		
Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.		
5.3.1 All waste products and sources of pollution shall be identified and documented.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan in place.	All the wastes such as domestic waste, scheduled waste and solid waste with disposal/re-use method were identified in Waste & Pollution Sources Inventory which updated annually latest being on Jan 2020.	Yes
5.3.2 All chemicals and their containers shall be disposed of responsibly.		
Requirement for Individual Member with up to 50ha of plantation size		
Members shall ensure that all chemical containers are properly handled and disposed.	Interview with the smallholder and confirmed that surplus chemical containers disposed in a manner that there is no risk to water source contamination and to human health. The disposal is made to the authorized vendors i.e. I-Cycle Sdn Bhd. Workers involved in the field works disposed to the recycler or reused for spraying as mixed chemical containers.	Yes

Criterion / Indicator	Assessment Findings	Compliance																								
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The Group Manager shall ensure that all chemical containers are properly handled and disposed	<p>This compliance is made through awareness in TO5 Environmental Management for Small Farmers Training. The content among others incorporates the following:</p> <ul style="list-style-type: none"> a) disposal method of waste and b) the methodology of triple rinsing <p>Interview with the smallholder and confirmed that surplus chemical containers disposed in a manner that there is no risk to water source contamination and to human health.</p>	Yes																								
5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.																										
Requirement for Individual Member with up to 50ha of plantation size																										
Appropriate to scale, members shall have a documented waste management and disposal plan.	The documented Waste Management and Disposal Plan is available at the Group level. All the wastes such as domestic waste, scheduled waste and solid waste and the disposal/re-use method were identified in Waste & Pollution Sources Inventory which was updated in Jan 2020.	Yes																								
Members shall communicate to all workers the waste management and disposal plan.	<p>This is made via briefing to the workers and members within the scheme in guidance of the following training:</p> <ul style="list-style-type: none"> a) T02- Guidance for farm management of SPO b) TO5 Environmental Management for Small Farmers which incorporates the disposal method of waste <p>Training records are documented in file WAGS-004. Subjects among others as follows:</p> <table border="1" data-bbox="563 1368 1262 1798"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>26/9/19</td> <td>Workers safety and health</td> <td>6</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	12/2/20	Stakeholder discussion – TSM	1	26/9/19	Workers safety and health	6	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	6/2/20	Guidance – farm management	23	
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Members shall ensure that the workers are trained on waste management and disposal. Records of such training shall be kept.	The documented Waste Management and Disposal Plan is available at the Group level. All the wastes such as domestic waste, scheduled waste and solid waste and the disposal/re-use method were identified in Waste & Pollution Sources Inventory which was updated in Jan 2020.																									

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Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan in place.	The documented Waste Management and Disposal Plan is available at the Group level. All the wastes such as domestic waste, scheduled waste and solid waste and the disposal/re-use method were identified in Waste & Pollution Sources Inventory which was updated in Jan 2020.	Yes																							
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The Group Manager shall ensure that the members are trained on waste management and disposal. Records of such training shall be kept.	<p>This is made via briefing to the workers and members within the scheme in guidance of the following training:</p> <ul style="list-style-type: none"> a) T02- Guidance for farm management of SPO b) TO5 Environmental Management for Small Farmers which incorporates the disposal method of waste <p>Training records are documented in file WAGS-004.</p>	Yes																							
<p>Criterion 5.4:</p> <p>Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>																									
<p>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.</p>																									
Requirement for Individual Member with up to 50ha of plantation size																									
Appropriate to scale, members shall implement the actions as outlined in the Group’s plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.	Smallholders did not monitor the usage of fossil fuel which were mainly for the transportation of the FFB. Farmers will engage casual workers for the activities in the farm such as spraying and harvesting. Works are either outsourced (i.e. TJC Sdn Bhd) or by utilization of the family members.	Yes																							

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Group Manager		
Appropriate to scale, Group Manager shall have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.	<p>The plans are being described in Work Plan 2020 i.e. to:</p> <ul style="list-style-type: none"> a) Plan to mitigate polluting activities b) Conduct periodic mapping with meetings c) participatory mapping with each site to understand sources of GHG emissions & fossil fuel use d) Update register of all polluting activities and GHG emission sources at site 	Yes
<p>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.</p>		
<p>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.</p>		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall provide evidence that they understand the No Burning Policy of the group.	<p>Training has been provided to all members in the scheme in relation to:</p> <ul style="list-style-type: none"> a) T05 Environmental Management for Small Farms b) T02 Guidance to Farm Management covering the criteria of the No Burning Policy. <p>Booklet on Panduan Pengurusan Kebun Kelapa Sawit Mampan were distributed to all Group members.</p>	Yes
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance																																				
<p>The Group Manager shall:</p> <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group 	<p>In the Group Policy Statement dated 21/9/2016 under clause 14 Environmental Impact Is Minimized stated;</p> <p>a) the use of fire for new developments should be avoided.</p> <p>b) in addition, the fire circular dated 15th September 2014 which described use of violation of the WAGS code of conducts and major non-compliance under RSPO with exception of serious pest and disease issues.</p> <p>In the baseline assessment for each farm, method (of developments) will be recorded. It documented in the farm registration sheet. In the HCV assessment, there is no burning of waste spotted. Besides, guidance book which distributing to all farmers as well as the information display on the notice board also emphasized on the no use of fire policy. The types of environmental elements available – WAGS Management System among others as follows:</p> <table border="1" data-bbox="564 1016 1238 1675"> <thead> <tr> <th></th> <th></th> <th>Subject</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>E1</td> <td>Organisation</td> </tr> <tr> <td></td> <td></td> <td>Policy / Group Membership</td> </tr> <tr> <td>2</td> <td>E2</td> <td>ICS – Int Control System – Registration to Int audit</td> </tr> <tr> <td></td> <td></td> <td>Transparency, information request</td> </tr> <tr> <td></td> <td></td> <td>Legal compliance / Grievance procedures</td> </tr> <tr> <td></td> <td></td> <td>Internal audit</td> </tr> <tr> <td>3</td> <td>E3</td> <td>Operations – Field operations BMP / traceability</td> </tr> <tr> <td></td> <td></td> <td>Chemical management</td> </tr> <tr> <td></td> <td></td> <td>Health and safety / Environment</td> </tr> <tr> <td></td> <td></td> <td>Traceability / Best Management practices</td> </tr> <tr> <td></td> <td></td> <td>Social labour</td> </tr> </tbody> </table>			Subject	1	E1	Organisation			Policy / Group Membership	2	E2	ICS – Int Control System – Registration to Int audit			Transparency, information request			Legal compliance / Grievance procedures			Internal audit	3	E3	Operations – Field operations BMP / traceability			Chemical management			Health and safety / Environment			Traceability / Best Management practices			Social labour	<p>Yes</p>
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<p>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.</p>																																						
<p>Requirement for Individual Member with up to 50ha of plantation size</p>																																						

Criterion / Indicator	Assessment Findings	Compliance
Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.	Based on interview with the sampled smallholders, they were aware on the no burning policy and guidelines/requirement are written in the sustainable handbook provided to them. To date there was no proposal made to the Group Manager for approval for any request of burning.	Yes
Requirement for Group Manager		
<p>The Group Manager shall:</p> <ul style="list-style-type: none"> Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 	There was no proposal or approval has been submitted to Group Manager for using fire in the plantation farm. During the site there was no evidence of fire being used in the field operations as well as land preparation by the smallholders.	Yes
Criterion 5.6:		
Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.		
5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
List significant pollutants and identify sources of emissions.	<p>This being described in the SEIA – HCV report listing;</p> <ul style="list-style-type: none"> a) all the activities with environmental impacts (pollutants, emissions etc) b) assessment results showing the likelihood and risk of each. c) Options to improve on each activity rated as moderate and poor are provided as recommendations. 	Yes
5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Identify options to reduce pollutants and emissions and consider whether the group can implement any of these	This being described in the SEIA – HCV report listing; <ul style="list-style-type: none"> a) all the activities with environmental impacts (pollutants, emissions etc) b) assessment results showing the likelihood and risk of each. c) Options to improve on each activity rated as moderate and poor are provided as recommendations. 	Yes
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.		
Requirement for Individual Member with up to 50ha of plantation size		
N/A	N/A	N/A
Requirement for Group Manager		
Based on the above, where possible, mitigation measures shall be developed and implemented. Socialize the information to the group members.	The Mitigation Plan for the pollution prevention is documented and combined under both Group Management Plan updated in Jan 2020 and Work Plan 2020.	Yes
Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers		
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.		
6.1.1 A social impact assessment (SIA) including records of meetings shall be documented.		
Requirement for Individual Member with up to 50ha of plantation size		
Individual members shall demonstrate an understanding of the social risks of their operations.	The sampled smallholder members able to demonstrate some understanding of the social risks of their operations as per training provided by the Group Managers as verified through interviewed.	Yes
Requirement for Group Manager		

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Criterion / Indicator	Assessment Findings	Compliance
Group Managers shall identify all activities that have social impacts with the participation of affected parties.	<p>Wild Asia has conducted Annual Social Management Report on 17/2/2020 with Project Ref. No.: P159 with the methodology of desktop review, site visit, interviews and documentation review. Operational activities have been identified during the assessment. Reviewed the social management report found that the social impact assessment has involved the participation of local communities, government authorities, group members, dealer, smallholders' workers and dealership workers. The social risk areas that covered during the assessment are as below:</p> <ul style="list-style-type: none"> i. Stakeholder engagement ii. Occupational Safety and Health iii. Decent living wage iv. Freedom of Association and Rights to Collective Bargaining v. Forced labour vi. Living conditions vii. Rights of Women viii. Rights of Children and Young Persons <p>Stakeholder meeting was conducted on 25/2/2020 with the participation of external stakeholders such as MPOB Officers, TJC representative, smallholders and Orang Asli representative. SEIA report was discussed during the meeting as sighted in the meeting minutes.</p>	Yes
6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties.		
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
Group Managers shall identify all activities that have social impacts with the participation of affected parties	WAGS has identified all the risks of activities in the smallholders' farm. Seen the assessment reported last updated on 17/2/2020. Reviewed the report found that relevant stakeholders were participated such as Sg Kroh Village representative, dealers' workers, smallholders and government authorities.	Yes
6.1.3 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.		
Requirement for Individual Member with up to 50ha of plantation size		

Criterion / Indicator	Assessment Findings	Compliance
Individual members shall demonstrate an understanding of the mitigation plan to reduce the social impacts	The sampled smallholders able to demonstrate some understanding of the mitigation plan to reduce the social risks of their operations as verified through interviewed with them.	Yes
Requirement for Group Manager		
Group Managers shall develop a mitigation plan (with clear timetable) to reduce social risks and review the plan every two years in consultation with the affected parties.	<p>The Group Manager has developed Group Management plan which last reviewed on August 2018.</p> <p>Group Managers developed the generic management plan dated August 2018 and a site specific management plan, 2020_WAGS Perak WorkplanRev01. Plan established has included the action for impacts of communication, labour management and road maintenance.</p>	Yes
Group Managers shall organise training for members on social risks and mitigation measures	<p>WAGS has conducted training for new members on social risks and mitigation measures during induction training based on the WAGS booklet. Seen the training records on 13/1/2020, 28/2/2020 and 29/2/2020.</p> <p>WAGS has carried out the training to the Sawit Langkap Sdn Bhd and Sawit Langkap's smallholders on 22/4/2019 regarding the social risks and mitigation measures. Seen the meeting minutes and found that WAGS has explained the SEIA assessment findings and roles of WAGS to smallholders. The workplan of the SIA was publicly displayed at the notice board in the WAGS office.</p>	
<p>6.1.4 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.</p>		
Requirement for Individual Member with up to 50ha of plantation size		
Where applicable, individual members shall help to address negative social impacts in a consultative manner.	Sampled of smallholders have discussed on the negative social impacts with Group Manager through consultative review of the SIA during meeting.	Yes
Requirement for Group Manager		
Group Managers shall monitor implementation of mitigation plan.	WAGS Perak has monitor the implementation of improvement and mitigation plan in 2020_WAGS Perak WorkplanRev01 last reviewed on 19/2/2020. The plan has indicated the responsible person and timeline for the work plan. Milestone of the targets is recorded. The Group Manager has developed Group Management plan which last reviewed on August 2018.	Yes
<p>6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p>		

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		
N.A	N/A	N/A
Requirement for Group Manager		
N.A	N/A	N/A
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
The individual member shall demonstrate understanding of the group's consultation and communication procedures	Sampled smallholders are able to demonstrate their understanding of the groups' consultation and communication method. All of them have received a copy of the WAGS booklet that contained all the information.	
Requirement for Group Manager		
The Group Manager shall develop a documented procedure for consultation and communication with local communities and other affected or interested parties.	WAGS has established Stakeholder & Consultation Procedure (Doc. No.: D 1.2.1 dated 28/1/2020) to ensure effective stakeholder consultation and communication. Methods of communication are such as formal community meeting and informal community meeting.	
The Group Manager shall ensure that individual group members are informed of the consultation and communication procedure.	All smallholders are communicated during the orientation and acknowledged on the Code of Conduct. Besides, the smallholders have received the booklet provided by WAGS and confirmed through interviewed with the sampled smallholders.	
6.2.2 A management official responsible for these issues shall be nominated.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
The Group Manager shall nominate an official responsible for these issues	The Group Manager nominated the site personnel from the Regional Support Unit (RSU) team whom officially responsible for overall communication issues with smallholders. The main person in charge is the Project Coordinator, Ms. Nadiah and assisted by Field Officers and Field Assistants. The contact information of the respective personnel was displayed at the notice board in the site office.	
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
The Group Manager shall make a list of stakeholders or construct a "stakeholder register" and keep records of all communication and actions taken.	<p>WAGS has established a Registers of Stakeholders to list all the relevant stakeholders such as government authorities, traders, neighbouring villages and etc.</p> <p>Sawit Langkap Sdn Bhd has established "Logbook Stakeholder Register & Request for Information" to record any communication/ complaints. There was no complaint received from the smallholders.</p> <p>Communication with the government authorities and the project partner are through meeting and has been documented.</p>	
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Appropriate to scale, the member shall have a documented grievance mechanism in place	Majority of smallholders manages their own farm and rely on dealer's workers/ casual workers for harvesting and other general works. All the members are adapted the procedure established by WAGS.	
The workers shall understand the process.	Interviewed with the smallholders confirmed that no major complaints or grievances received.	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
The Group Manager shall have a documented grievance mechanism in place	<p>WMS 2.5.1 'Managing Feedback, complaints, grievances and action requests (FGCA) issue date 31 August 2018. To lodge a complaint, anyone can contact WAGS representative within 10 days of any incident and may also submit the complaint in writing or anonymously. For new updated the FCGA be noted and logged in a producer Group Log Book. Any items that are unable to be resolved, 1 month and 3 months period for the solution will be implemented.</p> <p>This log book is maintained by one nominated person and is managed to ensure that the log book shall always remain with the project site.</p> <p>Manager: Ms Lim Ying Ying. FGCA can be raised personally, via email or arise from an inspection or audit. All FCGA received should be noted and logged in a Procedure Group's Log Book and maintained by one nominated person.</p>	
The Group Manager shall ensure members are familiar with the grievance procedure	Grievance procedure is communicated to members through WAGS Booklet during the orientation and refresher training.	
Where necessary, the Group Manager shall support members to put in place documented grievance mechanism	Sampled smallholders confirmed that they receive no complaints or grievances from any stakeholders. Should there be any complaints or grievances from either stakeholder or smallholder, they will refer to the Group Manager for further action. All complaints and issues raised by stakeholders and smallholders are recorded in Stakeholder Communication / Logbook and WAGS Perak Logbook Stakeholder Register and Request for Information.	
6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Appropriate to scale, the procedure shall provide documentation of both how the process of the dispute was resolved and the outcome	There was no complaint received since last assessment by smallholders and stakeholders confirmed through interviewed with the sampled stakeholders.	
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
<p>The procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p>	<p>WMS 2.5.1 'Managing Feedback, complaints, grievances and action requests (FGCA) issue date 31 August 2018. To lodge a complaint, anyone can contact WAGS representative within 10 days of any incident and may also submit the complaint in writing or anonymously. For new updated the FCGA be noted and logged in a producer Group Log Book. Any items that are unable to be resolved, 1 month and 3 months period for the solution will be implemented.</p> <p>WAGS Perak, Sawit Langkap Sdn Bhd has established "Logbook Stakeholder Register & Request for Information" and TJC Sdn Bhd has implemented Complaint Form to record any communication/ complaints. There was no complaint received from the smallholders.</p>	
<p>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.</p>		
<p>6.4.1 A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>
<p>N.A</p>	<p>N/A</p>	
<p>Requirement for Group Manager</p>		
<p>The Group Manager develops a procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation and a procedure for calculating and distributing fair compensation.</p>	<p>WAGS has established Land Compensation Procedure (Doc. No.: D 2.4.1 dated 12/8/2018) to ensure a system for identifying legal or customary land rights and distribution of fair compensation is in place. The process is to identify the compensable stakeholders, determined who should be compensated and extent of claims and compensation, calculation of compensation. A license surveyor will be engaged to survey and map the land owners' areas to determine hectare and joint inspection to be conducted between company representatives and land owners. Distribution of compensation payments will be communicated to all interested parties. Sales and purchase agreements are signed by land owners and company witness by respective local leader. All payments are transparent and that an effective communication strategy is established. Participatory monitoring of implementation process and company activities to ensure agreed terms and conditions are adhered to.</p>	

Criterion / Indicator	Assessment Findings	Compliance
<p>6.4.2 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>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
<p>The Group Manager develops a procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation and a procedure for calculating and distributing fair compensation.</p>	SOP as per indicator 6.4.1.	
<p>6.4.3 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>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
<p>Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures</p>	<p>There is no any issue related to compensation has been reported since last assessment. All smallholders owned the land with valid land tile and approval letter of usage of the land from JAKOA for Orang Asli.</p>	
Requirement for Group Manager		
<p>The Group Manager documents the process and outcome of any negotiated agreements and compensation claims with evidence of the participation of affected parties, and makes this publicly available.</p>	<p>There was no negotiation or compensation claim has been reported during the time of audit.</p>	
<p>The Group Manager assists individual group members in these situations upon request by the member.</p>	<p>There was no negotiation or compensation claim has been reported during the time of audit.</p>	
<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 Documentation of pay and conditions shall be available.</p>		

Criterion / Indicator	Assessment Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size		
Appropriate to scale, the members shall keep documentation of pay and conditions.	<p>Majority of the individual smallholders are managed by family members and casual workers. They do not employed permanent workers. The casual workers are carried out activities for harvesting, spraying and fertilizing work and paid immediately once they complete the task given.</p> <p>Teik Joo Chan Sdn Bhd (TJC) has supplied workers for harvesting to certain smallholders where their wages is paid monthly.</p> <p>Sampled of the payslips of harvesters for November 2019, December 2019 and January 2020 as below:</p> <ul style="list-style-type: none"> i. Passport No.: AT 639765 ii. Passport No.: AU 366316 iii. Passport No.: AT 648208 iv. Passport No.: C 3808018 v. Passport No.: AU 276791 vi. Passport No.: AU 129364 vii. Passport No.: AU 276753 viii. Passport No.: B 2593573 ix. Passport No.: AT 839189 x. Passport No.: AT 905405 xi. Passport No.: C 3807983 xii. Passport No.: AT 934465 <p>Sampled of the payslips (December 2019 – February 2020) of 2 local workers that employed by smallholder, WAGS-107 found that they achieved Minimum Wage Order 2020. The workers as below:</p> <ul style="list-style-type: none"> i. I/C No.: 961016-38-5XXX ii. I/C No.: 780529-08-5XXX 	Yes
The pay shall meet at least the legal or industry standards minimum wage.	Reviewed on the payslips above found that all the workers have achieved Minimum Wage Order 2020.	
Requirement for Group Manager		
The Group Manager shall be aware of the legal or industry standards minimum wage.	Group manager aware of the legal industry standards minimum wage as per Minimum Wage Order 2020.	
<p>6.5.2 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>		
Requirement for Individual Member with up to 50ha of plantation size		

Criterion / Indicator	Assessment Findings	Compliance
<p>If individual members employ workers or sub-contractors:</p> <ul style="list-style-type: none"> • employment contracts and conditions (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be explained in the language they understand 	<p>Majority of the smallholders manage their own land by outsourcing all the activities to casual works or dealer's workers. Documented contract not applicable for majority of the smallholders as all of the workers are considered as casual workers.</p> <p>Sampled of the employment contracts for dealer's workers (harvester) as below:</p> <ol style="list-style-type: none"> Passport No.: AT 639765 Passport No.: AU 366316 Passport No.: AT 648208 Passport No.: C 3808018 Passport No.: AU 276791 Passport No.: AU 129364 Passport No.: AU 276753 Passport No.: B 2593573 Passport No.: AT 839189 Passport No.: AT 905405 Passport No.: C 3807983 Passport No.: AT 934465 <p>Terms and conditions have clearly stated in the employment contract and workers have signed on the contract.</p> <p>One of the smallholder, WAGS-107 has employed 2 local workers (I/C No.: 961016-38-5XXX and 780529-08-5XXX) as drivers for monthly-pay basis. However, interviewed with the smallholder confirmed that no employment contract was available for the workers.</p> <p>Thus, a minor non-conformity was raised.</p>	<p>Minor Non-conformance</p>
<p>Requirement for Group Manager</p>		
<p>Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 & 6.5.4)</p>	<p>The Group Manager has communicated the law and regulations through Social Training to the smallholders whenever they had meeting with the smallholders.</p>	
<p>6.5.3 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>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>

Criterion / Indicator	Assessment Findings	Compliance
appropriate to scale, members 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>Not applicable as all of the workers are considered as casual workers. They were staying at their own houses.</p> <p>The dealer’s workers are provided with adequate housing, water supplies and welfare amenities. No deduction were made on their monthly and daily wages. Interviewed with the worker confirmed that houses are provided to them with basic necessity without any charges and they were provided with rice and meat.</p>	
Requirement for Group Manager		
Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 & 6.5.4)	The Group Manager has communicated the law and regulations through Social Training to the smallholders whenever they had meeting with the smallholders.	
<p>6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers’ access to adequate, sufficient and affordable food.</p>		
Requirement for Individual Member with up to 50ha of plantation size		
appropriate to scale, members shall make efforts to ensure access to food to workers, including providing allotment (space) for growing food	Dealer’s workers provided with housing and basic amenities. Besides, transportation was provided to the dealer’s workers to access to food and raw food at nearby town in Air Kuning. No restriction of movement of the workers. Besides, the dealer has provided free rice to all the workers.	Yes
Requirement for Group Manager		
Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 & 6.5.4)	The Group Manager has communicated the law and regulations through Social Training to the smallholders whenever they had meeting with the smallholders.	
<p>Criterion 6.6:</p> <p>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.</p>		
<p>6.6.1 A published statement in local languages recognising freedom of association shall be available.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>If individual members employ workers:</p> <ul style="list-style-type: none"> A published statement shall be available in local languages recognising freedom of association (to form and join trade unions) 	<p>Some of the smallholders are managed their own by engaged casual workers and some of the smallholders outsourced to TJC Sdn Bhd. Therefore, the indicator does not applicable to the smallholder where they do not own a policy that recognize freedom of association.</p> <p>However, WAGS has provided training on the freedom of association to the smallholders during refresher/ induction training. Besides, the statement has clearly stated in the WAGS booklet that distributed to all the smallholders.</p>	
Requirement for Group Manager		
The Group Manager shall be aware of the statement, if applicable	WAGS has established Sustainability Group Policy dated June 2019 where they are committed to respect the right of its employees to freedom of association and collective bargaining. Employees are free to form and join trade union and other workers' organization of their own choosing.	
6.6.2 Minutes of meetings with main trade unions or workers representatives shall be documented.		
Requirement for Individual Member with up to 50ha of plantation size		
Minutes of the meeting with main trade unions or workers' representatives shall be documented and kept	Most of the farmers are managed their land independently and they recruited casual workers. Therefore, they do not form or join any association.	Yes
Requirement for Group Manager		
N.A	N.A	
Criterion 6.7:		
Children are not employed or exploited.		
6.7.1 There shall be documentary evidence that minimum age requirements are met.		
Requirement for Individual Member with up to 50ha of plantation size		
Member shall be aware of the child labour policy and implement it.	Interviewed with the smallholders confirmed that they are aware of the child labour policy where children are not allowed to work in the plantation. They also informed that WAGS has informed them regarding no child should be employed.	Yes

Criterion / Indicator	Assessment Findings	Compliance
Member shall keep records of their employees including age, including copies of birth certificate/national identification card/passport	Smallholders engaged casual workers who has over 18 years old. Some of the smallholders that outsourced harvesting activity to TJC Sdn Bhd. TJC Sdn Bhd has maintained the Worker Register with the date of birth of the workers that employed by them. Reviewed on the List of Workers (Harvesting) dated 29/2/2020 found that all workers employed are above 18 years old. TJC Sdn Bhd has maintained copies of passport of the workers.	
Requirement for Group Manager		
Write a policy on Child Labour and keep records of documented evidence of awareness raising on child labour	<p>WAGS has established Sustainability Group Policy dated June 2019 where they are committed to ensure that the recruitment of workers adheres to Malaysian laws and regulations. No child or young person are employed pursuant to Children and Young Person (Employment) Act 1966.</p> <p>Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where information of child protection and rights is available.</p>	
The policy shall be clear that children can only work under supervision, are family members and not doing hazardous work	Details of young workers and children can only assist in estate under supervision of their family members and not doing hazardous work are stated in the booklet that provided to each of the group members. These requirement is written on the communication slides that is found posted at the notice board at WAGS Perak office.	
<p>Criterion 6.8:</p> <p>Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>		
<p>6.8.1 A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented.</p>		
Requirement for Individual Member with up to 50ha of plantation size		
Members shall be aware of the equal opportunities policies and implement it	Interviewed with the smallholders confirmed that they are aware of the equal opportunities in plantations. They also informed that WAGS has given training regarding this during refresher/ induction training.	Yes
Requirement for Group Manager		

Criterion / Indicator	Assessment Findings	Compliance
Write a policy on equal opportunities and keep records of documented evidence of awareness raising on it	<p>WAGS has established Sustainability Group Policy dated June 2019 where they are committed to practice equal opportunities. No person shall be subjected to any discrimination in employment, including hiring, compensation, promotion or discipline on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, ethnic origin or any other status protected by country law.</p> <p>Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where it stated no discrimination of employees should happened at site.</p>	
6.8.2 Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Members shall be aware of the equal opportunities policies and implement it	Most of the smallholders managed their land independently. Some of the smallholders outsourced the activity to TJC Sdn Bhd. Interviewed with the stakeholder, smallholders and workers confirmed that there are no negative evidence and complaint pertaining to discrimination.	
Requirement for Group Manager		
N.A	N.A	
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.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Members shall be aware of the equal opportunities policies and implement it	Most of the smallholders managed their land independently. Some of the smallholders outsourced the activity to TJC Sdn Bhd. Interviewed with the smallholders and workers confirmed that there are no negative evidence and complaint pertaining to discrimination during hiring process.	
Requirement for Group Manager		
N.A	N.A	

Criterion / Indicator	Assessment Findings	Compliance
<p>Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.</p>		
<p>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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>
<p>Appropriate to scale, members shall develop the policy/policies and procedure to prevent sexual, all other forms of harassment, violence and protection of reproductive rights</p>	<p>Most of the smallholders managed their land independently and some of them outsourced the activity to TJC Sdn Bhd. Therefore, this indicator does not applicable to them. The smallholders adapted to the WAGS Sustainability Group Policy dated June 2019. Besides, each of the members have been provided with the WAGS booklet and provided briefing on the sexual harassment, violence and protection of reproductive rights by WAGS.</p>	
<p>Requirement for Group Manager</p>		
<p>Group Manager shall develop the Policy/Polices and procedure to prevent sexual, and all other forms of harassment, violence and protection of reproductive rights</p>	<p>WAGS has established Sustainability Group Policy dated June 2019 where they are committed to treat every employee with respect and dignity. No employees shall be subjected to any physical, sexual psychological or verbal harassment or abuse. Besides, they are respecting the right of pregnant women and nursing mothers to maintain their health without bringing risk to women and their children.</p> <p>Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where it stated no tolerance on sexual harassment and violence in any workplace.</p>	
<p>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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>

Criterion / Indicator	Assessment Findings	Compliance
<p>Members shall make sure that all staff/workers are aware of the policies and procedures to prevent sexual, and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights</p>	<p>Most of the smallholders managed their land independently and some of them outsourced the activity to TJC Sdn Bhd. Therefore, this indicator does not applicable to them. The smallholders adapted to the WAGS Sustainability Group Policy dated June 2019. Besides, each of the members have been provided with the WAGS booklet and provided briefing on the sexual harassment, violence and protection of reproductive rights by WAGS.</p>	
Requirement for Group Manager		
<p>The Group Manager shall make sure that all members are aware of the policies and procedures to prevent sexual, and all other forms of harassment, violence and protection of reproductive rights</p>	<p>WAGS has established Sustainability Group Policy dated June 2019 where they are committed to treat every employee with respect and dignity. No employees shall be subjected to any physical, sexual psychological or verbal harassment or abuse. Besides, they are respecting the right of pregnant women and nursing mothers to maintain their health without bringing risk to women and their children.</p> <p>Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where it stated no tolerance on sexual harassment and violence in any workplace.</p>	
<p>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.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
<p>Members shall be aware of the policy/policies and procedures for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand</p>	<p>Most of the smallholders managed their land independently and some of them outsourced the activity to TJC Sdn Bhd. Therefore, this indicator does not applicable to them. The smallholders adapted to the WAGS Sustainability Group Policy dated June 2019. Besides, each of the members have been provided with the WAGS booklet and provided briefing on the sexual harassment, violence and protection of reproductive rights by WAGS.</p>	
Requirement for Group Manager		

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Criterion / Indicator	Assessment Findings	Compliance
The Group Manager shall ensure members are aware of the policy/policies and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand	WAGS Perak has conducted training to all the smallholders during refresher/ induction training. Besides, WAGS booklet was provided to the smallholders where information of handling sexual and all other forms of harassment, violence and the protection of reproductive rights was included. The booklet was found in Bahasa Malaysia, Chinese and English version.	
Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.		
6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.		
Requirement for Individual Member with up to 50ha of plantation size		N/A
N.A	N/A	
Requirement for Group Manager		
Where Group Managers sell the FFB on behalf of the group members, the Group Manager shall inform group members of the price of FFB obtained.	Not applicable. The group manager did not sell FFB on behalf of the group members. Members are either sell FFB directly to the mill via the dealership or directly to the dealers.	
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).		
Requirement for Individual Member with up to 50ha of plantation size		Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>The individual member understands the pricing mechanism of the purchaser</p>	<p>Interviewed with the sample smallholders found that they understood the pricing of FFB that they sold to dealer, TJC & Sawit Langkap. They informed that the price is according the MPOB price.</p> <p>The FFB price 02/3/2020 is RM 390/MT was displayed in front of the weighbridge office in Sawit Langkap Sdn Bhd. Sawit Langkap Sdn Bhd has maintained a Daily FFB pricing record which updated on daily basis.</p> <p>Smallholder were briefed on the pricing and grading mechanism through "WAGS Training" program that is organized from time to time and during initial agreement signed. Sampled of the smallholder's Group Membership Form as below:</p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-1899 Registration Date: 6/3/2019 ii. WAGS Member ID: WAGS-1901 Registration Date: 6/3/2019 iii. WAGS Member ID: WAGS-2006 Registration Date: 6/3/2019 iv. WAGS Member ID: WAGS-2004 Registration Date: 6/3/2019 	
<p>Requirement for Group Manager</p>		
<p>The Group Manager shall record the general pricing mechanisms used by the purchaser/s of the FFB. The Group Manager shall record the corresponding information provided to the group members</p>	<p>The group manager has maintained the general pricing mechanism used by the purchaser/s of the FFB. They also made reference to MPOB presentation slide that provided by MPOB.</p>	
<p>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.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>N/A</p>
<p>N.A</p>	<p>N/A</p>	
<p>Requirement for Group Manager</p>		

Criterion / Indicator	Assessment Findings	Compliance
<p>Where Group Managers have the mandate to enter into contractual agreements on behalf of the group, the Group Manager shall inform group members about their content and make them available.</p> <p>These contracts shall also be fair, legal and transparent for the contractors.</p> <p>Where no such mandate exists, the Group Manager has to seek agreement from group members prior to entering contractual agreements with third parties. These contracts shall also be fair, legal and transparent for the contractors</p>	<p>Not applicable. The group manager has not entered any contractual agreements with third parties at the group level.</p>	
<p>6.10.4 Agreed payments shall be made in a timely manner.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		
<p>Agreed payments to local businesses shall be made in a timely manner</p>	<p>All payment are made in timely manner by the dealers to all smallholders through cash or cheque on daily or monthly basis. Payment is made based on the weighbridge ticket. Sampled of the payment records as below:</p> <p><u>Sawit Langkap Sdn Bhd</u></p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-1956; FFB Wt: 540 kg; Payment on 18/2/2020 ii. WAGS Member ID: WAGS-1999; FFB Wt: 4.26 MT; Payment on 11/2/2020 <p><u>TJC Sdn Bhd</u></p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-20; FFB Wt: 3.00 MT; Payment on 22/11/2019 ii. WAGS Member ID: WAGS-162; FFB Wt: 4.84 MT; Payment on 17/2/2020 <p>Other payment made by the smallholder includes subcontracting fertilizing, harvesting and spraying is paid on the spot upon completion of work. Interview with sampled smallholders confirmed that their payment is promptly made by the dealer without delays.</p>	<p>Yes</p>
<p>Requirement for Group Manager</p>		

Criterion / Indicator	Assessment Findings	Compliance
<p>Agreed payments to local businesses shall be made in a timely manner.</p> <p>If the Group Manager receives payment for the FFB produced by group members, the Group Manager shall make payments to the individual group members in a timely manner.</p>	<p>All the payment to the smallholders are done by the dealers. Sampled of the payment records as below:</p> <p>Sawit Langkap Sdn Bhd</p> <ul style="list-style-type: none"> i. WAGS Member ID: WAGS-1956; FFB Wt: 540 kg; Payment on 18/2/2020 ii. WAGS Member ID: WAGS-1999; FFB Wt: 4.26 MT; Payment on 11/2/2020 <p>TJC Sdn Bhd</p> <ul style="list-style-type: none"> iii. WAGS Member ID: WAGS-20; FFB Wt: 3.00 MT; Payment on 22/11/2019 iv. WAGS Member ID: WAGS-162; FFB Wt: 4.84 MT; Payment on 17/2/2020 <p>The group manager does not receive payment for the FFB produced by group member. The dealers (TJC and SLSB) deals with their smallholders directly.</p>	
<p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p>		
<p>6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>
<p>The responsibility for meeting this requirement lies with the Group Manager</p>	<p>Not applicable to smallholders. Interviewed with smallholders confirmed that they will refer any inquiry or request through WAGS.</p>	
<p>Requirement for Group Manager</p>		
<p>Evidence of consultation with local communities and stakeholders.</p> <p>Where contributions have been identified as necessary based on the consultation carried out, the Group Manager shall ensure that these are implemented</p>	<p>Contribution made to the local communities is documented:</p> <ul style="list-style-type: none"> i. Biotransformation Unit Demo Workshop to Chendorong Kelubi villagers on 4 – 5/2/2020. ii. WAGS Perak Open Day – distribute premiums to smallholders and visit to model’s farms on 2/11/2019. iii. Amimate-G trial on fertilizer. 10 smallholders, 20 ha, 286 bags of fertilizer being distributed. iv. Some initiative form Group manager to give Physical Premium Distribution List for 2018 sampling on Koo Chow Po with Total RM 1368.49 refer Cash voucher dated 9 Dec 2019 as incentive to Farmer. 	

Criterion / Indicator	Assessment Findings	Compliance
<p>6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.</p>		
Requirement for Individual Member with up to 50ha of plantation size		N/A
N.A	N/A	
Requirement for Group Manager		
N.A	N/A	
<p>Criterion 6.12: No forms of forced or trafficked labour are used.</p>		
<p>6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Appropriate to scale, members shall have a policy on no forms of forced or trafficked labour	Most of the smallholders managed their land independently and some of them outsourced the activity to TJC Sdn Bhd. Therefore, this indicator does not applicable to them. The smallholders adapted to the WAGS Sustainability Group Policy dated June 2019. Besides, each of the members have been provided with the WAGS booklet and provided briefing on the no forms of forced or trafficked labour by WAGS.	
Members/workers shall be aware of the policy and ensure that no forms of forced or trafficked labour are used	All of the smallholders have been trained on the WAGS policy during induction/ refresher training. They have been provided with the WAGS booklet as well where it has explained that no forced or trafficked labour are used in the plantations. Interviewed with the smallholders and workers found that they are aware of the policy.	
Requirement for Group Manager		
The Group Manager shall write a policy on no forms of forced or trafficked labour	WAGS has established Sustainability Group Policy dated June 2019 where employment is voluntary. They are committed to prevent any forms of forced or bonded labour. Necessary actions to address and/ or remedy any incident of forced or bonded labour in business operations.	

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Criterion / Indicator	Assessment Findings	Compliance
The Group Manager shall ensure that members/workers are aware of the policy and that no forms of forced or trafficked labour are used	Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where it stated no tolerance on sexual harassment and violence in any workplace.	
6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Members shall keep relevant records of employment contracts.	<p>Most of the smallholders doesn't employed permanent foreign workers. They engaged casual workers, local workers or outsourced all the activities to dealer.</p> <p>Sampled of the employment contract for the harvesters that worked with dealer as below:</p> <ul style="list-style-type: none"> i. Passport No.: AT 639765 ii. Passport No.: AU 366316 iii. Passport No.: AT 648208 iv. Passport No.: C 3808018 v. Passport No.: AU 276791 vi. Passport No.: AU 129364 vii. Passport No.: AU 276753 viii. Passport No.: B 2593573 ix. Passport No.: AT 839189 x. Passport No.: AT 905405 xi. Passport No.: C 3807983 xii. Passport No.: AT 934465 	
Requirement for Group Manager		
N.A	N/A	
6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.		
Requirement for Individual Member with up to 50ha of plantation size		N/A
Where applicable, copies of post-arrival orientation programme and records of participation shall be kept.	Most of the smallholders doesn't employed permanent foreign workers. Most of the smallholders engaged casual workers or outsourced all the activities to dealer.	
Requirement for Group Manager		
N.A	N/A	

Criterion / Indicator	Assessment Findings	Compliance
<p>Criterion 6.13: Growers and millers respect human rights.</p>		
<p>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).</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individual members to show evidence that they understand the policy	<p>Most of the smallholders managed their land independently and some of them outsourced the activity to TJC Sdn Bhd. Therefore, this indicator does not applicable to them. The smallholders adapted to the WAGS Sustainability Group Policy dated June 2019. Besides, each of the members have been provided with the WAGS booklet and provided briefing on the human rights by WAGS.</p>	
Requirement for Group Manager		
Group Manager to develop policy to respect human rights i.e. that workers are treated with respect and dignity, and ensure that this is communicated through group members	<p>WAGS has established Sustainability Group Policy dated June 2019 where they are committed to ensure that fundamental human rights shall be respected in its employment of employees, including migrant, local, full time and temporary workers.</p> <p>Policy was communicated to the group members during their confirmation of joining the scheme. They signed on the Code of Conduct to show that they have read and understood the Group Sustainability Policy. Besides, Field Officers conducted training to the group members whenever necessary and booklet was provided to each of the group members where it stated workers' rights are protected.</p>	
<p>Principle 7: Responsible development of new plantings</p>		
<p>Criterion 7.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.</p>		
<p>7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes

Criterion / Indicator	Assessment Findings	Compliance																								
<p>Individual members shall demonstrate an understanding of the environmental and social risks of their operations.</p>	<p>The Group Managers have developed the mitigation plan titled as P159 WAGS Perak – SIA identified Social Risk. The Plan was established with content of the following areas:</p> <table border="1" data-bbox="603 577 1166 972"> <thead> <tr> <th></th> <th>Ref</th> <th>Areas of Concern</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>SR0</td> <td>Social Management System (SMS)</td> </tr> <tr> <td>2</td> <td>SR1</td> <td>Land acquisition</td> </tr> <tr> <td>3</td> <td>SR2</td> <td>Traceability & Fair Trade</td> </tr> <tr> <td>4</td> <td>SR3</td> <td>OSH</td> </tr> <tr> <td>5</td> <td>SR4</td> <td>Work conditions</td> </tr> <tr> <td>6</td> <td>SR5</td> <td>Living condition</td> </tr> <tr> <td>7</td> <td>SR6</td> <td>Women & Children</td> </tr> </tbody> </table> <p>Involvement of members towards mitigation of impacts (social and environment) was made progressively and continuous during stakeholder meetings and field visits. Based on site interview, members have made aware on the identified risk with regards to environment and social.</p>		Ref	Areas of Concern	1	SR0	Social Management System (SMS)	2	SR1	Land acquisition	3	SR2	Traceability & Fair Trade	4	SR3	OSH	5	SR4	Work conditions	6	SR5	Living condition	7	SR6	Women & Children	
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Requirement for Group Manager																										
<p>A comprehensive SEIA shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available).</p>	<p>There was a smallholder land use change analysis for Wild Asia Sdn Bhd (Wild Asia Group Scheme WAGS – Air Kuning Perak prepared dated 17 Feb 2020. The report therein concludes and summarises the following facts to support all information in relation to P7.</p>																									
<p>Group Managers shall confirm land ownership and user rights within the new planting area.</p>	<p><i>"As reported in Disclosure Template, the data provided by the group consists of 130 smallholding plots of both certified and uncertified units. Out of these, only 23 uncertified plots area</i></p>																									

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Criterion / Indicator	Assessment Findings	Compliance
<p>Group Managers shall identify all activities that have environmental and social impacts (positive and negative) with the participation of affected parties.</p>	<p><i>have potential non-compliant land clearing after November 2005 prior to HCV assessment and are analysed in this report.</i></p> <p><i>The LUCA is performed on all smallholdings area where there was non-compliant land clearance i.e land clearing after November 2005 without prior HCV assessment reported. The land cover in November 2005 of WAGS Perak, Perak (i.e. forest, rubber, fruit trees) that were converted to oil palm totalled up to 54.23 hectares.</i></p> <p><i>The total raw non-compliant land clearing (NCLC) is 54.23 hectares and the final conservation liability (FCL) calculated is 22.24 hectares (interim, pending clarification). The total remediation area is 0.00 hectares as all farms of independent smallholders not located in riparian zone, steep slope, fragile soil or peat land. The HCV assessment was conducted is February 2019, therefore the consultant had analysed the land use change until 2019 (after HCV assessment)."</i></p> <p><i>"Forest dominating the land use type at all selected plots in WAGS Perak. Land use type was not changed in 2007 compared to 2005. Most significant land use changes into oil palm occurred in 2014 where all forest superseded by oil palm. In 2019, all plots were successfully planted with oil palm."</i></p> <p><i>"There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."</i></p>	
<p>7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p>		
<p>Requirement for Individual Member with up to 50ha of plantation size</p>	<p>Based on the LUCA report dated 17 Feb 2020, there is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."</p> <p>In addition, the awareness in this area is mentioned in the series of training held for the farmers.</p>	<p>Yes</p>
<p>Individual members shall demonstrate an understanding of the management plan to avoid or mitigate the social and environmental impacts.</p>		

Criterion / Indicator	Assessment Findings	Compliance																								
<p>Where applicable, individual members shall help to address negative social and environmental impacts in a consultative manner.</p>	<p>The Group Managers have developed the mitigation plan titled as P159 WAGS Perak – SIA identified Social Risk. The Plan was established with content of the following areas:</p> <table border="1" data-bbox="603 577 1166 972"> <thead> <tr> <th></th> <th>Ref</th> <th>Areas of Concern</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>SR0</td> <td>Social Management System (SMS)</td> </tr> <tr> <td>2</td> <td>SR1</td> <td>Land acquisition</td> </tr> <tr> <td>3</td> <td>SR2</td> <td>Traceability & Fair Trade</td> </tr> <tr> <td>4</td> <td>SR3</td> <td>OSH</td> </tr> <tr> <td>5</td> <td>SR4</td> <td>Work conditions</td> </tr> <tr> <td>6</td> <td>SR5</td> <td>Living condition</td> </tr> <tr> <td>7</td> <td>SR6</td> <td>Women & Children</td> </tr> </tbody> </table> <p>Involvement of members towards mitigation of impacts (social and environment) was made progressively and continuous during stakeholder meetings and field visits. Based on site interview, members have made aware on the identified risk with regards to environment and social.</p>		Ref	Areas of Concern	1	SR0	Social Management System (SMS)	2	SR1	Land acquisition	3	SR2	Traceability & Fair Trade	4	SR3	OSH	5	SR4	Work conditions	6	SR5	Living condition	7	SR6	Women & Children	
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<p>Group Managers shall develop a plan to avoid or mitigate environmental and social risks in consultation with the affected parties.</p>	<p>Details as per 7.1.1 and 7.1.2 above</p>																									

Criterion / Indicator	Assessment Findings	Compliance																								
<p>Group Managers shall organise training for members on environmental and social risks and mitigation measures</p>	<p>The Group Managers have developed the mitigation plan titled as P159 WAGS Perak – SIA identified Social Risk. The Plan was established with content of the following areas:</p> <table border="1" data-bbox="603 577 1166 972"> <thead> <tr> <th></th> <th>Ref</th> <th>Areas of Concern</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>SR0</td> <td>Social Management System (SMS)</td> </tr> <tr> <td>2</td> <td>SR1</td> <td>Land acquisition</td> </tr> <tr> <td>3</td> <td>SR2</td> <td>Traceability & Fair Trade</td> </tr> <tr> <td>4</td> <td>SR3</td> <td>OSH</td> </tr> <tr> <td>5</td> <td>SR4</td> <td>Work conditions</td> </tr> <tr> <td>6</td> <td>SR5</td> <td>Living condition</td> </tr> <tr> <td>7</td> <td>SR6</td> <td>Women & Children</td> </tr> </tbody> </table> <p>Involvement of members towards mitigation of impacts (social and environment) was made progressively and continuous during stakeholder meetings and field visits. Based on site interview, members have made aware on the identified risk with regards to environment and social.</p>		Ref	Areas of Concern	1	SR0	Social Management System (SMS)	2	SR1	Land acquisition	3	SR2	Traceability & Fair Trade	4	SR3	OSH	5	SR4	Work conditions	6	SR5	Living condition	7	SR6	Women & Children	
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7	SR6	Women & Children																								
<p>Group Managers shall monitor implementation of SEIA management plan.</p>	<p>The SEIA Management plan was established 9/12/2015 to include the following areas of concerned i.e. Social, Environmental and HCV. This is being reviewed in event of any issues arises.</p>																									
<p>7.1.3 Where the development includes an outgrower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention.</p>																										
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>N/A</p>																								
<p>N.A</p>	<p>N/A</p>																									
<p>Requirement for Group Manager</p>																										
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<p>Criterion 7.2: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>																										
<p>7.2.1 Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.</p>																										
<p>Requirement for Individual Member with up to 50ha of plantation size</p>																										

Criterion / Indicator	Assessment Findings	Compliance
Individuals' members can show appropriate understanding of soil type and suitability	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". Based on interview with the smallholders at their farm plot, the made aware on the soil type and suitability of planting on the area.	Yes
Requirement for Group Manager		
Group Manager shall: <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group • provide required information and or training for individual members 	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". No peat soil at WAGS Perak. WAGS conducted training, T02: Best practices.	
7.2.2 Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individuals' members can show appropriate understanding of soil type and suitability	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". Based on interview with the smallholders at their farm plot, they are aware on the soil type and suitability of planting on the area.	
Requirement for Group Manager		
Overall soil map to include topographic information.	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". The map consist of the members and their locations	
Criterion 7.3: New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.		
7.3.1 There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).		
Requirement for Individual Member with up to 50ha of plantation size		

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Criterion / Indicator	Assessment Findings	Compliance																								
<p>Individual members shall demonstrate basic understanding of primary forest and HCV and the need to avoid clearing of such areas.</p>	<p>WAGS SPU Perak organized training under subject <i>HCV understanding and conservation</i>. Series of training/briefing was made as follows. Concluding from the interview with the smallholders at site, they were made aware of the primary forest and HCV. In the scheme region there was no prime forests and HCV being identified and also none within the boundaries of their farms.</p> <table border="1" data-bbox="564 696 1214 1223"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO</td> <td>8</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO	8	22/4/19	Awareness RSPO	8	01/4/19	MPOB Stakeholder RSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	25/2/19	Stakeholder – sustainable CPO	5	6/2/20	Guidance – farm management	23	<p>Yes</p>
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<p>Requirement for Group Manager</p>																										
<p>The Group Manager shall demonstrate basic understanding of primary forest and HCV and inform individual members of the need to avoid clearing of such areas</p>	<p>The HCV assessment was conducted in February 2019. There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land.”</p>																									
<p>7.3.2 A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.</p>																										
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>																								
<p>Individual members shall check with the Group Manager the primary forest and HCV status of their farm within the landscape (see guidance) based on the HCV assessment report.</p>	<p>HCV assessment was conducted in February 2019. There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land.”</p>																									
<p>Requirement for Group Manager</p>																										

Criterion / Indicator	Assessment Findings	Compliance
Prior to new plantings, a comprehensive HCV assessment shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available).	Details as per 7.1.1 and 7.1.2 above HCV assessment was conducted in February 2019. There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."	
7.3.3 Dates of land preparation and commencement shall be recorded.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individual members shall record dates of land preparation and commencement of their own farm	Record of land preparation and commencement recorded under individual file.	
Requirement for Group Manager		
The Group Manager shall develop SOPs for recording land preparation and commencement of farms by individual members.	TR 2.8 WAGS_New Planting/Replanting Procedure – Feb 2017 (training material) was established to include communication with WAGS representative, land preparation, no open burning, boundary, GAP and etc.	
The Group Manager shall collate dates of land preparation and commencement of individual farms.	As at now, WAGS was monitored through WAGS Perak Risk Assessment Checklist for new members between 2018- 2020. SEIA was done in Feb 2020 for Group, Air Kuning which involved JAKOA, MPOB, DOSH and etc. The Group Manager have gathered the dates of the members that were involved with New Planting. None of the members are currently undergoing new planting.	Yes
7.3.4 An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower’s relevant operational procedures (see Criterion 5.2).		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).	The development of HCV management plan was carried on the landscape level; which involved all existing and potential smallholders.	
Requirement for Group Manager		
The Group Manager shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.	Details as per 7.1.1 and 7.1.2 above HCV assessment was conducted in February 2019. There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."	

Criterion / Indicator	Assessment Findings	Compliance																							
The Group Manager shall implement a mechanism for individual members to report on threats to HCVs.	Details as per 7.1.1 and 7.1.2 above HCV assessment was conducted in February 2019. There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."	Yes																							
7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).																									
Requirement for Individual Member with up to 50ha of plantation size		Yes																							
Individual members shall participate in the HCV assessment.	The development of HCV management plan was carried on the landscape level; which involved all existing and potential smallholders																								
Requirement for Group Manager																									
The Group Manager conducts training for their individual members and their workers about the status of HCV.	<p>WAGS SPU Perak organized training under subject <i>HCV understanding and conservation</i>. Series of training/briefing was made as follows. Concluding from the interview with the smallholders at site, they were made aware of the primary forest and HCV. In the scheme region there was no prime forests and HCV being identified and also none within the boundaries of their farms.</p> <table border="1" data-bbox="563 1234 1235 1794"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO</td> <td>8</td> </tr> <tr> <td>01/4/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>		Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO	8	22/4/19	Awareness RSPO	8	01/4/19	MPOB Stakeholder RSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	25/2/19	Stakeholder – sustainable CPO	5	6/2/20	Guidance – farm management
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Criterion 7.4: Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.																									
7.4.1 Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided.																									
Requirement for Individual Member with up to 50ha of plantation size																									

Criterion / Indicator	Assessment Findings	Compliance
Individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". No peat, marginal and fragile soil at WAGS Perak. Based on interview with the smallholder, they were able to explain on the marginal and fragile soil categories namely peat if available at their farm plot.	Yes
Requirement for Group Manager		
Group Manager shall: <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group, including marginal and fragile soils - this can be part of the HCV map and assessment • provide required information and or training for individual members 	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". No peat, marginal and fragile soil at WAGS Perak.	
7.4.2 Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". No peat, marginal and fragile soil at WAGS Perak. Based on interview with the smallholder, they were able to explain on the marginal and fragile soil categories namely peat if available at their farm plot.	
Requirement for Group Manager		
The Group Manager maintains and oversees plans for new development based on overall soil map.	Soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". No peat, marginal and fragile soil at WAGS Perak.	
Criterion 7.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.		
7.5.1 Evidence shall be available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and ratified by these local peoples.		
Requirement for Individual Member with up to 50ha of plantation size		

Criterion / Indicator	Assessment Findings	Compliance
N.A	N/A	Yes
Requirement for Group Manager		
The Group Manager shall develop a documented system detailing how FPIC is implemented and shall ensure that new group members are included in this.	WAGS has implemented a Process Flow Chart for WAGS (16 March 2018) to identify and assess the potential smallholder through WMS 2.10.1a Producer Risk Assessment Criteria. All the new smallholders that met the requirements and qualified will be updated in the KNACKS system. WMS 2.10.1a Producer Risk Assessment Criteria. There are total 36 new members during this assessment and out of 13 new members with new planting after 2005. Total new planting area after 2005 is 209.84 ha. LUCA report is waiting for approval from RSPO.	
The Group Manager shall retain documentary evidence of participation by affected local peoples and their understanding of the right to say 'no'.	WAGS has implemented a Process Flow Chart for WAGS (16 March 2018) to identify and assess the potential smallholder through WMS 2.10.1a Producer Risk Assessment Criteria. All the new smallholders that met the requirements and qualified will be updated in the KNACKS system. WMS 2.10.1a Producer Risk Assessment Criteria. There are total 36 new members during this assessment and out of 13 new members with new planting after 2005. Total new planting area after 2005 is 209.84 ha. LUCA report is waiting for approval from RSPO.	
Criterion 7.6:		
Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.		
7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
The Group Manager shall: Document identification and assessment of demonstrable legal, customary and user rights	WAGS has implemented a Process Flow Chart for WAGS (16 March 2018) to identify and assess the potential smallholder through WMS 2.10.1a Producer Risk Assessment Criteria. All the new smallholders that met the requirements and qualified will be updated in the KNACKS system. WMS 2.10.1a Producer Risk Assessment Criteria. There are total 36 new members during this assessment and out of 13 new members with new planting after 2005. Total new planting area after 2005 is 209.84 ha. LUCA report is waiting for approval from RSPO.	
7.6.2 A system for identifying people entitled to compensation shall be in place.		
Requirement for Individual Member with up to 50ha of plantation size		

Criterion / Indicator	Assessment Findings	Compliance
N.A	N/A	Yes
Requirement for Group Manager		
Establish a procedure for identifying people entitled to compensation.	As at now, there is no compensation done. The new planting involved with the new members who newly joined. The new planting was done before they join as WAGS member.	
7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
Establish a procedure for calculating and distributing fair compensation.	As at now, there is no compensation done. The new planting involved with the new members who newly joined. The new planting was done before they join as WAGS member.	
7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development.		
Requirement for Individual Member with up to 50ha of plantation size		N/A
N.A	N/A	
Requirement for Group Manager		
N.A	N/A	
7.6.5 The process and outcome of any compensation claims shall be documented and made publicly available.		
Requirement for Individual Member with up to 50ha of plantation size		Yes
Individual members shall retain copies of the documentary evidence of the process and outcome of compensation claims.	No compensation claim recorded as to date.	
Requirement for Group Manager		
Document the process and outcome of any compensation claims and make publicly available	As at now, there is no compensation done. The new planting involved with the new members who newly joined. The new planting was done before they join as WAGS member.	

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Criterion / Indicator	Assessment Findings	Compliance
<p>7.6.6 Evidence shall be available that the affected communities and rights holders have access to information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
N.A	N/A	
Requirement for Group Manager		
<p>Have documentary evidence that the affected communities and right holders have been informed that they have the right to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>	<p>WAGS has implemented a Process Flow Chart for WAGS (16 March 2018) to identify and assess the potential smallholder through WMS 2.10.1a Producer Risk Assessment Criteria. All the new smallholders that met the requirements and qualified will be updated in the KNACKS system. WMS 2.10.1a Producer Risk Assessment Criteria. There are total 36 new members during this assessment and out of 13 new members with new planting after 2005. Total new planting area after 2005 is 209.84 ha. LUCA report is waiting for approval from RSPO.</p>	
<p>Criterion 7.7: No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>		
<p>7.7.1 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.</p>		
Requirement for Individual Member with up to 50ha of plantation size		Yes
<p>Individual members shall provide evidence that they understand the No Burning Policy of the group</p>	<p>Based on interview with the visited smallholders, they were aware on the no burning policy and it was written in the sustainable handbook provided to them.</p>	
Requirement for Group Manager		

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<p>The Group Manager shall:</p> <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group. 	<p>WAGS SPU Perak conducted no of training in relation to T02 as shown below. The guidelines were also provided in <i>Panduan Pengurusan Kebun Kelapa Sawit Mampan</i> compiled on 28/3/2016. The training has emphasised on the field best practices and sustainability.</p> <table border="1" data-bbox="619 548 1289 1272"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Introduction to RSPO</td> <td>8</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>26/2/19</td> <td>MPOB Stakeholder RSPO briefing</td> <td>2</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>26/9/19</td> <td>Workers safety and health</td> <td>6</td> </tr> <tr> <td>4/12/19</td> <td>Workers awareness – PPE & wages</td> <td>2</td> </tr> <tr> <td>4/12/19</td> <td>Harvesting & pruning</td> <td>6</td> </tr> <tr> <td>4/4/19</td> <td>Traceability</td> <td>4</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table> <p>The <i>Panduan Pengurusan Kebun Kelapa Sawit Mampan</i> compiled on 28/3/2016. Among others subject in relation to BMP are listed below;</p> <table border="1" data-bbox="641 1429 1294 2004"> <thead> <tr> <th></th> <th>Title</th> </tr> </thead> <tbody> <tr> <td>3.1</td> <td>Operation – Soil management/ riparian / fertilizer</td> </tr> <tr> <td>3.2</td> <td>IPM – Introduction / Pest & Disease</td> </tr> <tr> <td>3.3</td> <td>Nutrient deficiency</td> </tr> <tr> <td>3.4</td> <td>FronD stacking</td> </tr> <tr> <td>3.5</td> <td>Drainage management system</td> </tr> <tr> <td>4.1</td> <td>Health and safety risk</td> </tr> <tr> <td>4.2</td> <td>PPE adherence</td> </tr> <tr> <td>4.3</td> <td>Store / chemical management</td> </tr> <tr> <td>4.4</td> <td>Use of fire</td> </tr> <tr> <td>5.1</td> <td>Social – workers’ rights</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Introduction to RSPO	8	20/8/19	RSPO awareness – Refresher	8	26/2/19	MPOB Stakeholder RSPO briefing	2	12/2/20	Stakeholder discussion – TSM	1	26/9/19	Workers safety and health	6	4/12/19	Workers awareness – PPE & wages	2	4/12/19	Harvesting & pruning	6	4/4/19	Traceability	4	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	6/2/20	Guidance – farm management	23		Title	3.1	Operation – Soil management/ riparian / fertilizer	3.2	IPM – Introduction / Pest & Disease	3.3	Nutrient deficiency	3.4	FronD stacking	3.5	Drainage management system	4.1	Health and safety risk	4.2	PPE adherence	4.3	Store / chemical management	4.4	Use of fire	5.1	Social – workers’ rights	
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	5.2	Child protection																		
	5.3	Sexual harassment																		
<p>7.7.2 In exceptional cases where fire has to be used for preparing land for planting, 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.</p>																				
Requirement for Individual Member with up to 50ha of plantation size			Yes																	
Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning	As to date there was no proposal made for use of fire to the Group Manager for assessment and approval prior to burning for new planting.																			
Requirement for Group Manager																				
<p>The Group Manager shall:</p> <ul style="list-style-type: none"> • Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. • Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 	<p>WAGS SPU Perak conducted training in relation to zero burning policy based on <i>T02: Panduan Pengurusan Kebun Kelapa Sawit Mampan</i>.</p> <table border="1" data-bbox="620 1081 1291 1411"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Introduction to RSPO</td> <td>8</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table> <p>Based on baseline Questionnaire, the members did not use fire for land preparation. The compliance is also based on the following:</p> <ol style="list-style-type: none"> Training on no open burning Field visit / farm inspection (1x/Year) External reports 		Date	Subject	Attendee	27/2/20	Introduction to RSPO	8	20/8/19	RSPO awareness – Refresher	8	12/2/20	Stakeholder discussion – TSM	1	25/2/19	Stakeholder – sustainable CPO	5	6/2/20	Guidance – farm management	23
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<p>Criterion 7.8:</p>																				
New plantation developments are designed to minimise net greenhouse gas emissions.																				
<p>7.8.1 The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p>																				
Requirement for Individual Member with up to 50ha of plantation size			Yes																	

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Criterion / Indicator	Assessment Findings	Compliance																																	
<p>Individual members shall be able to explain how you know where not to plant</p>	<p>WAGS conducted training in relation to T02: <i>Panduan Pengurusan Kebun Kelapa Sawit Mampan</i>. The guidelines for the farm management and planting method were also included in the briefing.</p> <table border="1" data-bbox="587 607 1254 1312"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSPO MSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>4/12/19</td> <td>Harvesting & pruning</td> <td>6</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO MSPO	8	22/4/19	Awareness RSPO awareness	8	20/8/19	RSPO awareness – Refresher	8	12/2/20	Stakeholder discussion – TSM	1	4/12/19	Harvesting & pruning	6	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	6/2/20	Guidance – farm management	23	
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Requirement for Group Manager																																			

Criterion / Indicator	Assessment Findings	Compliance																																																					
<p>Maps: The use of maps shall be expected which highlight the avoidance of peat areas and primary forests and where possible mineral soils have been selected for planting</p>	<p>The soil and topographic map for group, WAGS Perak was established, namely "WAGS Perak_Soil & Topo_Map". The soil series among others comprises of the following:</p> <table border="1" data-bbox="563 568 1043 848"> <thead> <tr> <th></th> <th>Soil type</th> <th></th> <th>Soil type</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Holyrood</td> <td>5</td> <td>Akob</td> </tr> <tr> <td>2</td> <td>Serdang bungor</td> <td>6</td> <td>Sogomana</td> </tr> <tr> <td>3</td> <td>Munchong</td> <td>7</td> <td>Sitiawan</td> </tr> <tr> <td>4</td> <td>Telemong</td> <td>-</td> <td></td> </tr> </tbody> </table> <p>There was no peat, marginal and fragile soil at WAGS SPU Perak. WAGS conducted training:</p> <table border="1" data-bbox="563 965 1214 1671"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSPO MSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>4/12/19</td> <td>Harvesting & pruning</td> <td>6</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>		Soil type		Soil type	1	Holyrood	5	Akob	2	Serdang bungor	6	Sogomana	3	Munchong	7	Sitiawan	4	Telemong	-		Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO MSPO	8	22/4/19	Awareness RSPO awareness	8	20/8/19	RSPO awareness – Refresher	8	12/2/20	Stakeholder discussion – TSM	1	4/12/19	Harvesting & pruning	6	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	6/2/20	Guidance – farm management	23	
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<p>7.8.2 There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p>																																																							
Requirement for Individual Member with up to 50ha of plantation size		Yes																																																					
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Criterion / Indicator	Assessment Findings	Compliance
<p>Reporting: Demonstrate to a third party that new plantings which occurred after April 2013 have where possible been designed to minimise GHG emissions.</p> <p>Groups will need to report confidentially to the RSPO on actions taken to mitigate GHG emissions. After 31. December 2016 these documents will need to be publically available and linked to 1.2</p> <p>The Group Training: Manager shall provide training in relation to this indicator and its relevance for individual members (e.g. peat, high carbon stocks) and record this training</p>	<p>There was a smallholder land use change analysis for Wild Asia Sdn Bhd (Wild Asia Group Scheme WAGS – Air Kuning Perak prepared dated 17 Feb 2020. The report therein concludes and summarises the following facts to support all information in relation to P7.</p> <p><i>"As reported in Disclosure Template, the data provided by the group consists of 130 smallholding plots of both certified and uncertified units. Out of these, only 23 uncertified plots area have potential non-compliant land clearing after November 2005 prior to HCV assessment and are analysed in this report.</i></p> <p><i>The LUCA is performed on all smallholdings area where there was non-compliant land clearance i.e land clearing after November 2005 without prior HCV assessment reported. The land cover in November 2005 of WAGS Perak, Perak (i.e. forest, rubber, fruit trees) that were converted to oil palm totalled up to 54.23 hectares.</i></p> <p><i>The total raw non-compliant land clearing (NCLC) is 54.23 hectares and the final conservation liability (FCL) calculated is 22.24 hectares (interim, pending clarification). The total remediation area is 0.00 hectares as all farms of independent smallholders not located in riparian zone, steep slope, fragile soil or peat land. The HCV assessment was conducted is February 2019, therefore the consultant had analysed the land use change until 2019 (after HCV assessment)."</i></p> <p><i>"Forest dominating the land use type at all selected plots in WAGS Perak. Land use type was not changed in 2007 compared to 2005. Most significant land use changes into oil palm occurred in 2014 where all forest superseded by oil palm. In 2019, all plots were successfully planted with oil palm."</i></p> <p><i>"There is no area to be remediated since all farms of independent smallholders not located in riparian zone, steep slope ($\geq 25^\circ$), fragile soil or peat land."</i></p>	
<p>Principle 8: Commitment to continual improvement in key areas of activity</p>		
<p>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.</p>		

Criterion / Indicator	Assessment Findings	Compliance																																	
<p>8.1.1 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); • Optimising the yield of the supply base. 																																			
<p>Requirement for Individual Member with up to 50ha of plantation size</p>		<p>Yes</p>																																	
<p>Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance.</p> <p>Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses.</p>	<p>WAGS conducted the following training, to include T02: <i>Panduan Pengurusan Kelapa Sawit Mampan.</i></p> <table border="1" data-bbox="564 954 1235 1630"> <thead> <tr> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>27/2/20</td> <td>Safety Health T01/03/07/06</td> <td>8</td> </tr> <tr> <td>27/2/20</td> <td>Introduction to RSPO MSPO</td> <td>8</td> </tr> <tr> <td>22/4/19</td> <td>Awareness RSPO awareness</td> <td>8</td> </tr> <tr> <td>20/8/19</td> <td>RSPO awareness – Refresher</td> <td>8</td> </tr> <tr> <td>12/2/20</td> <td>Stakeholder discussion – TSM</td> <td>1</td> </tr> <tr> <td>4/12/19</td> <td>Harvesting & pruning</td> <td>6</td> </tr> <tr> <td>01/2/19</td> <td>Social, ESH, chemical handlings</td> <td>18</td> </tr> <tr> <td>25/2/19</td> <td>Stakeholder – sustainable CPO</td> <td>5</td> </tr> <tr> <td>22/1/19</td> <td>Legal, GHG, hazardous pesticides.</td> <td>30</td> </tr> <tr> <td>6/2/20</td> <td>Guidance – farm management</td> <td>23</td> </tr> </tbody> </table>	Date	Subject	Attendee	27/2/20	Safety Health T01/03/07/06	8	27/2/20	Introduction to RSPO MSPO	8	22/4/19	Awareness RSPO awareness	8	20/8/19	RSPO awareness – Refresher	8	12/2/20	Stakeholder discussion – TSM	1	4/12/19	Harvesting & pruning	6	01/2/19	Social, ESH, chemical handlings	18	25/2/19	Stakeholder – sustainable CPO	5	22/1/19	Legal, GHG, hazardous pesticides.	30	6/2/20	Guidance – farm management	23	
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<p>Members shall provide inputs to the Group Action Plan for continual improvement.</p>	<p>Inputs provided to group manager through field officer visit from time to time. Progress towards substitution of contact type of chemical to systemic type is still in progress for improvement.</p>																																		
<p>Members shall keep individual records of pesticide use, fertiliser application, FFB production etc. according to a standard template provided by the Group Manager</p>	<p>Producer Production Info form with was sighted for the farms visited. The form recorded FFB production and sales information, purchase of chemical stock, fertilizer stock and equipment stock, chemical usage and fertilizer usage records. The usage of fertilizer and chemical has been recorded into the monitoring sheet by the field officer.</p>																																		

Criterion / Indicator	Assessment Findings	Compliance
Discuss with the Group Manager the timing of the replanting programme.	No any replanting activities up-to-date. The members were aware of the timing of replanting by their experience.	
Requirement for Group Manager		
Group Managers shall record information on environmental impacts, waste reduction, pollution & GHG and social impacts.	Details as per LUCA for Wild Asia Sdn Bhd (Wild Asia Group Scheme WAGS – Air Kuning Perak prepared dated 17 Feb 2020. The report therein concludes and summarises the following facts to support all information in relation to this criterion.	
Group Managers shall periodically (e.g. quarterly) collate the records of individual members.	Group manager update the records of individual members on quarterly basics.	
Group Managers shall facilitate the development of the Group Action Plan through an annual group meeting.	<p>Group manager has organized the annually meeting with the project partners and the latest one 02/11/2019. Among others those presence</p> <ul style="list-style-type: none"> a) Deputy Minister (Primary Industry) b) MPOB Director General c) MPOCC Director d) JAKOA Director / Cargill rep / District Officers <p>Discussion includes MOU, WAGS program, dialogues relating to chemical reduction, crop enhancement, productivity demo farms visits.</p>	
Group Managers shall be responsible for the continuous improvement in key operations.	Group Manager- M/s Lin Ying Ying – WAGS Group Manager is the person in charge for the continuous improvement in key operations. The appointment letter dated 01/6/2019 signed WAGS Executive Director. The group management plan being monitored by Group Manager.	

Appendix B: Approved Time Bound Plan

Not applicable.

Appendix C: GHG Reporting Executive Summary

Not applicable.

Appendix D: Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
N/A				

B. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
N/A			

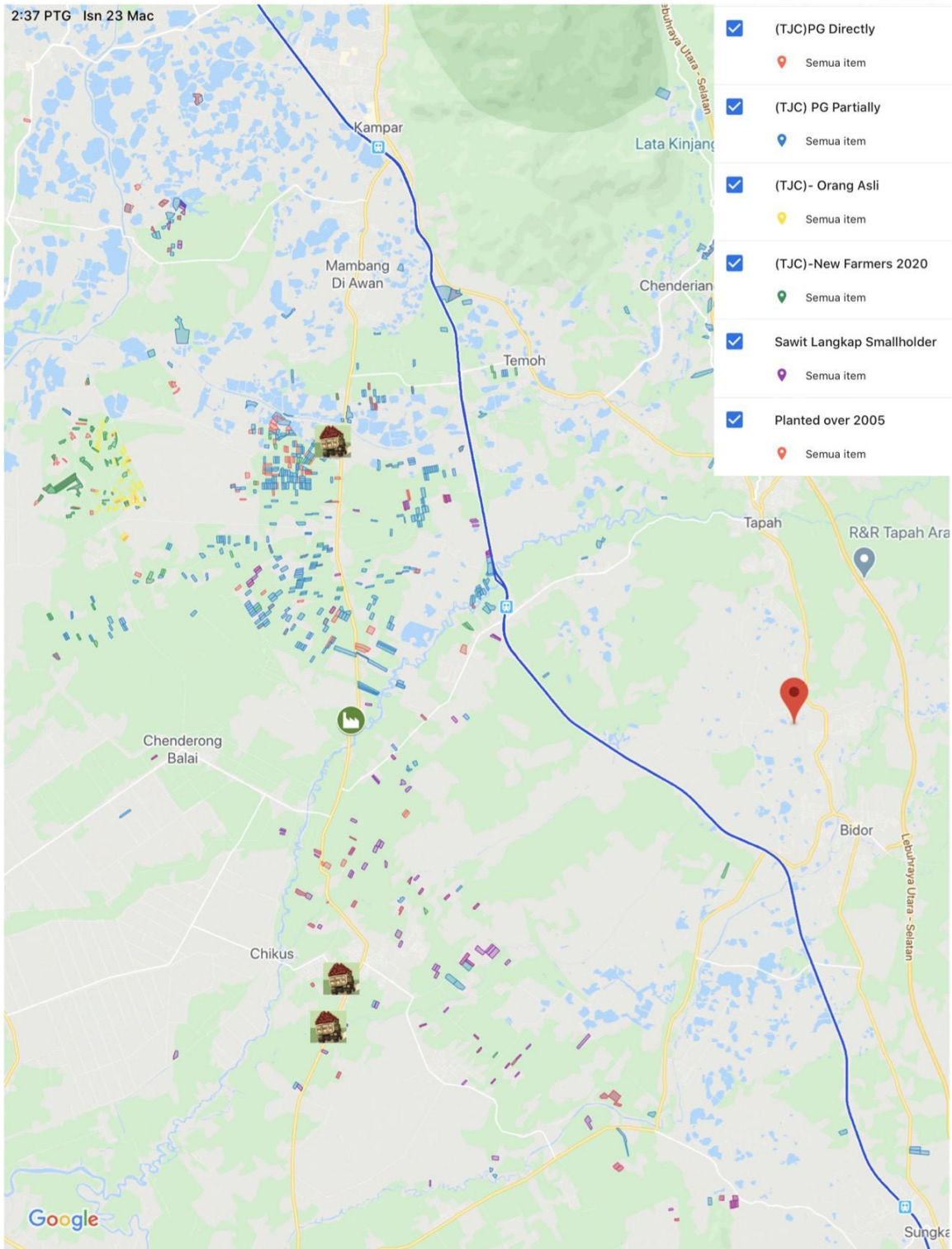
C. Records of Certified CPO & PK Sold under PalmTrace to Buyers since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
N/A				

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)
N/A				

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)
N/A			

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)
1	WWW	ST-TR-f5488317-a206	30.00 (IS-CSPKO)
2	XXX	ST-TR-6a8794a6-8b2c	648.00 (IS-CSPKO)
3	YYY	ST-TR-c52f79c5-5fb6	800.00 (IS-CSPKE)
4	ZZZ	ST-TR-dc02caa7-ab97	500 (IS-CSPO)

Appendix E: Location Map of Certification Unit and Supply bases



Appendix F: Estate Field Map

Not applicable.

Appendix G: List of Smallholder Sampled

No	Area/ District	State	Smallholder ID Number	Name of Registered Smallholder (as per Land Title)	Total Hectares stated on title/ Ha	IAV	ASA1	ASA3	ASA4	RAV
						2015	2016	2018	2019	2020
Trader: Teik Joo Chan Sdn Bhd						X	X	X	X	X
2015										
1	Tapah	Perak	TJC-76-SML	Cheah Khim Nam	1.22		X			
2	Tapah	Perak	TJC-109-SML	Chen Saik Hoong	1.24		X			
3	Tapah	Perak	TJC-80-SML	Chong Chong Yau	5.28	X				
4	Tapah	Perak	TJC-90-SML	Chow Kaw	2.55	X				
5	Tapah	Perak	TJC-84-SML	Khiew Khuan Fong	1.21		X			
6	Tapah	Perak	TJC-87-SML	Khoo Woon Swee	1.31		X			X
7	Tapah	Perak	TJC-54-SML	Kim Tek Kong@Tung Tek Kong	1.91	X				X
8	Tapah	Perak	TJC-112-SML	Lai Chuk Laek @ Lai Mok Choy	15.36	X				
9	Tapah	Perak	TJC-55-SML	Lam Kok Heng	5.32	X				
10	Tapah	Perak	TJC-100-SML	Lee Sing Yew	3.42					
11	Tapah	Perak	TJC-89-SML	Leong Swee Kheong @ Leong Pak Cheng	6.07					
12	Tapah	Perak	TJC-93-SML	Liew Kwet Lum (WAGS-26)	1.21				X	
13	Tapah	Perak	TJC-101-SML	Lim Heng Saik	3.62			X		
14	Tapah	Perak	TJC-102-SML	Loo Kam Ying	2.07			X		
15	Tapah	Perak	TJC-96-SML	Phun Ying Kong @ Phang Ying Kong	18.47	X				
16	Tapah	Perak	TJC-86-SML	Swi Tong Moi	1.22	X	X			
17	Tapah	Perak	TJC-68-SML	Tan Ah See	4.82					
18	Tapah	Perak	TJC-78-SML	Tan Boon Seng	4.89			X		

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19	Tapah	Perak	TJC-70-SML	Tan Song Bong	7.40					
20	Tapah	Perak	TJC-71-SML	Tan Tai Man	6.93					
21	Tapah	Perak	TJC-94-SML	Tan Teik Hoe	2.64					
22	Tapah	Perak	TJC-79-SML	Tang Su Seng	1.22		X			
23	Tapah	Perak	TJC-53-SML	Teoh Chai Hock (WAGS-39)	1.96				X	
24	Tapah	Perak	TJC-58-SML	Teoh Yong Soong & Teoh Chai Hock	17.55	X				
25	Tapah	Perak	TJC-127-SML	Teoh Yong Soong & Lai Chuk Laek@ Lai Mok Choy	9.16					X
26	Tapah	Perak	TJC-88-SML	Wong Choi	3.39					
27	Tapah	Perak	TJC-62-SML	Wong Yun Fa	6.19					
28	Tapah	Perak	TJC-63-SML	Yip Mow Lam & Yip Mow Sam & Fong Ha Lan	6.94					X

2016

29	Tapah	Perak	Per-Pot-003	Ahmad Shafie Bin Chik	0.81			X		
30	Tapah	Perak	Per-Pot-004	Ajus Bin Abas	2.83					
31	Tapah	Perak	Per-Pot-005	Alang a/l Bah Uda	0.81					
32	Tapah	Perak	Per-Pot-006	Alang Bin Sali	1.82					
33	Tapah	Perak	Per-Pot-007	Alang Dul a/l Tunkut	2.43					
34	Tapah	Perak	Per-Pot-008	Alang Ronzi a/l Adang	1.62					
35	Tapah	Perak	Per-Pot-009	Alang Selamat a/l Bah Telpus	2.43		X			
36	Tapah	Perak	Per-Pot-010	Amdan Bin Alang (WAGS-52)	1.42				X	
37	Tapah	Perak	Per-Pot-011	Andak a/p Dugan	1.21					
38	Tapah	Perak	Per-Pot-012	Andak Binti Ludin	3.64					
39	Tapah	Perak	Per-Pot-013	Azmi a/l Alang	2.63					
40	Tapah	Perak	Per-Pot-014	Azmi Bin Dongkin	4.86		X			
41	Tapah	Perak	Per-Pot-015	Bah Ngah Bin Osman	0.81					

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42	Tapah	Perak	Per-Pot-016	Bahari Bin Pandak	2.02		X		
43	Tapah	Perak	Per-Pot-018	Beh Lai Hiang	1.21		X		
44	Tapah	Perak	Per-Pot-019	Chai Choy Kam	1.23				
45	Tapah	Perak	Per-Pot-020	Chai Foh	0.61				
46	Tapah	Perak	Per-Pot-021	Chai Kok Han	4.00				
47	Tapah	Perak	Per-Pot-022	Chai Kon Chin	12.78			X	
48	Tapah	Perak	Per-Pot-023	Chai Mee Yuan & Sam Mue Chan	7.17			X	
49	Tapah	Perak	Per-Pot-024	Chai Mooi Sing	1.29				
50	Tapah	Perak	Per-Pot-025	Chai Shwee Kiong	4.70				
51	Tapah	Perak	Per-Pot-026	Chai Swee Khean	2.45				
52	Tapah	Perak	Per-Pot-027	Chai Yoke Wah	1.26				
53	Tapah	Perak	Per-Pot-028	Chai Yuen	0.60				
54	Tapah	Perak	Per-Pot-029	Chan Bon Siong	0.81				
55	Tapah	Perak	Per-Pot-032	Chau Sout Voon & Wong Siew Yaan	11.39				
56	Tapah	Perak	Per-Pot-033	Cheong Koon Foong	2.49				
57	Tapah	Perak	Per-Pot-034	Chia Kim Chin	4.85				
58	Tapah	Perak	Per-Pot-035	Chia Voon Hong (WAGS-76)	2.33				X
59	Tapah	Perak	Per-Pot-036	Chia Wan Hoong	2.45				
60	Tapah	Perak	Per-Pot-037	Chia Yoon Fatt	2.41				
61	Tapah	Perak	Per-Pot-038	Chia Yoon Hing	5.08				
62	Tapah	Perak	Per-Pot-039	Chia Yoon Kong	4.73		X		
63	Tapah	Perak	Per-Pot-040	Chia Yoon Seong	3.94				
64	Tapah	Perak	Per-Pot-041	Chin Tan Khew	5.04				
65	Tapah	Perak	Per-Pot-042	Chong Chin Woon	7.10		X		
66	Tapah	Perak	Per-Pot-043	Chong Fatt (WAGS-84)	1.25				X
67	Tapah	Perak	Per-Pot-044	Chong Mooi	2.41		X		
68	Tapah	Perak	Per-Pot-046	Chow Chan Keong	1.53				

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69	Tapah	Perak	Per-Pot-047	Chow Fu San	1.36					
70	Tapah	Perak	Per-Pot-048	Chow Kok Leong	5.14					
71	Tapah	Perak	Per-Pot-049	Chow Kok Sheong (WAGS-90)	3.70				X	
72	Tapah	Perak	Per-Pot-050	Chow Yau Wah	2.43					
73	Tapah	Perak	Per-Pot-051	Cuaili Bin Sulim	1.60					
74	Tapah	Perak	Per-Pot-052	Ditu Bin Long	2.83		X			
75	Tapah	Perak	Per-Pot-053	Dollah a/l Suman	2.00					
76	Tapah	Perak	Per-Pot-055	Embong a/p Uda	1.21					
77	Tapah	Perak	Per-Pot-056	Faridah A/P Dugan	1.42					
78	Tapah	Perak	Per-Pot-058	Ismail A/L Yahaya	3.60					
79	Tapah	Perak	Per-Pot-059	Itam Bin Kulop Draoh	1.20					
80	Tapah	Perak	Per-Pot-060	Jubit Bin Alang	1.21			X		
81	Tapah	Perak	Per-Pot-061	Kiew Fang Ying	1.21					
82	Tapah	Perak	Per-Pot-062	Kiew Yat Moi	1.28					
83	Tapah	Perak	Per-Pot-063	Kiew Yau Fee & Kiew Yau Jo	1.38					
84	Tapah	Perak	Per-Pot-064	Kiew Yau Jo	3.01		X			
85	Tapah	Perak	Per-Pot-065	Kim Mooi @ Shum Chow Lin	1.23					
86	Tapah	Perak	Per-Pot-066	Koo Chow Po	22.96					X
87	Tapah	Perak	Per-Pot-067	Koo Chow Yong	21.28					
88	Tapah	Perak	Per-Pot-068	Koo Kam Yin	3.64					
89	Tapah	Perak	Per-Pot-069	Khoo Woon Yee	1.16					
90	Tapah	Perak	Per-Pot-070	Lai Huat Seong	1.85					
91	Tapah	Perak	Per-Pot-071	Lai Kok Sam (WAGS-112)	3.94				X	
92	Tapah	Perak	Per-Pot-072	Lai Kong Keong	2.43					
93	Tapah	Perak	Per-Pot-073	Lam Soon Foong & Lam Soon Wai	1.77					
94	Tapah	Perak	Per-Pot-074	Lam Soon Tak	3.16					
95	Tapah	Perak	Per-Pot-075	Lau Kean Chuong & Lau Kean Yi	2.48					

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96	Tapah	Perak	Per-Pot-076	Lau Kok Leong @ Liew Kuet Leong	2.49					
97	Tapah	Perak	Per-Pot-077	Law Say Mooi & Loke Chian Hoo	2.11					
98	Tapah	Perak	Per-Pot-078	Le Che Yek @ Lee Che Yek	1.33					
99	Tapah	Perak	Per-Pot-079	Lee Ah Mooi @ Liew Sooi Mooi	1.14					
100	Tapah	Perak	Per-Pot-080	Lee Chee Foong	1.51					
101	Tapah	Perak	Per-Pot-081	Lee Kim Hong	0.85					
102	Tapah	Perak	Per-Pot-082	Lee Kok Aun	1.60			X		
103	Tapah	Perak	Per-Pot-083	Leong Chong	10.57			X		
104	Tapah	Perak	Per-Pot-084	Leong Fook Kan	1.84					
105	Tapah	Perak	Per-Pot-086	Liew Won Keong	1.62					
106	Tapah	Perak	Per-Pot-088	Lim Chin Yen	2.44					
107	Tapah	Perak	Per-Pot-089	Lim Ching Seng	18.11		X			
108	Tapah	Perak	Per-Pot-090	Lim Hang Kuang (WAGS-131)	6.24				X	
109	Tapah	Perak	Per-Pot-091	Lim Kean Beng	2.04					
110	Tapah	Perak	Per-Pot-092	Liu Shay Fing & Liu Tet Fook	2.41					
111	Tapah	Perak	Per-Pot-093	Loke Sit Fong & Ng Bee Keong	1.23					
112	Tapah	Perak	Per-Pot-094	Long A/L Aman	1.60					
113	Tapah	Perak	Per-Pot-095	Lucci a/l Long	3.24					
114	Tapah	Perak	Per-Pot-096	Manap a/l Kawi	1.01					
115	Tapah	Perak	Per-Pot-097	Mohammad Rasid Bin Pandak	1.60					
116	Tapah	Perak	Per-Pot-098	Neoh Ah Seng	2.43			X		
117	Tapah	Perak	Per-Pot-100	Ng Kong Min (WAGS-141)	2.01				X	
118	Tapah	Perak	Per-Pot-101	Ngah a/l Uda	11.41				X	
119	Tapah	Perak	Per-Pot-102	Ngah a/p Suman	1.42					
120	Tapah	Perak	Per-Pot-103	Ngah Siden Bin Alang	1.62					
121	Tapah	Perak	Per-Pot-104	Pan Seng Chong & Lew Lan Foong	2.82					
122	Tapah	Perak	Per-Pot-105	Pandak Bin Alang	2.23					

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123	Tapah	Perak	Per-Pot-106	Pandak Bin Kassim	1.62			X		
124	Tapah	Perak	Per-Pot-107	Panjang Dawi a/l Engah Demit	0.81					X
125	Tapah	Perak	Per-Pot-108	Pehak A/P Uda	1.61					
126	Tapah	Perak	Per-Pot-109	Ramli a/l Gandom	3.64					
127	Tapah	Perak	Per-Pot-110	Riza Binti Pandak	1.62					
128	Tapah	Perak	Per-Pot-111	Sew Ng Moy	1.32					
129	Tapah	Perak	Per-Pot-112	Siber a/l Awat	2.23					
130	Tapah	Perak	Per-Pot-113	Sin Yew Fatt	1.38					
131	Tapah	Perak	Per-Pot-114	Soo Kim Tek @ Saw Kim Teik	1.15					
132	Tapah	Perak	Per-Pot-115	Suraini a/p Guris	0.81					
133	Tapah	Perak	Per-Pot-116	Tan a/p Uda	0.81		X			
134	Tapah	Perak	Per-Pot-117	Tan Boon Wah	3.65					
135	Tapah	Perak	Per-Pot-118	Tang Cheng Yaou	22.45			X		
136	Tapah	Perak	Per-Pot-120	Teoh Chai Lang	5.37					X
137	Tapah	Perak	Per-Pot-121	Teoh Eong Huat	6.20					X
138	Tapah	Perak	Per-Pot-122	Teoh Mia Hooi	1.19					
139	Tapah	Perak	Per-Pot-123	Teoh Swee Leng	4.46		X			
140	Tapah	Perak	Per-Pot-124	Than Ah Ahang	3.57					
141	Tapah	Perak	Per-Pot-125	Tina A/P Amran (WAGS-166)	1.01				X	
142	Tapah	Perak	Per-Pot-126	Toh Yeong Cheng & Toh Yeong Haur	0.81					
143	Tapah	Perak	Per-Pot-127	Uda a/l Sidek	1.21					
144	Tapah	Perak	Per-Pot-128	Uda a/p Dugan	6.07					
145	Tapah	Perak	Per-Pot-129	Uda a/p Suman	1.62				X	
146	Tapah	Perak	Per-Pot-130	Uda s/o Alang Gimbut	1.62					
147	Tapah	Perak	Per-Pot-131	Viking a/l Kok Nit	2.23					
148	Tapah	Perak	Per-Pot-132	Wong Chee Choon & Chia Liang Hwa	2.60		X			
149	Tapah	Perak	Per-Pot-133	Wong Khai	3.28				X	

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				Hoong (WAGS-174)					
150	Tapah	Perak	Per-Pot-134	Wong Kooi Phin	1.13				
151	Tapah	Perak	Per-Pot-136	Yee Ah King (WAGS-177)	15.12			X	
152	Tapah	Perak	Per-Pot-137	Yee Chaw	11.52				
153	Tapah	Perak	Per-Pot-138	Yee Ken See	4.51				
154	Tapah	Perak	Per-Pot-139	Yew Kah Chuan @ Hyu Ah Ken	2.25				
155	Tapah	Perak	Per-Pot-140	Yong Hee Fah & Woo Mooi	2.48				
156	Tapah	Perak	Per-Pot-141	Zakaria a/l Ameram	2.23			X	
157	Tapah	Perak	Per-Pot-142	Zani a/l Itam	4.05				
158	Tapah	Perak	Per-Pot-143	Zolkarnian Bin Manan	1.21				
2018									
159	Tapah	Perak	WAGS-1369	Khong Lai Fong	1.24				
160	Tapah	Perak	WAGS-1368	Ng Chee Hoe	1.23				
161	Tapah	Perak	WAGS-1399	Ng Eng Thai	1.15				
162	Tapah	Perak	WAGS-1398	Wong Pak Khuen @ Wong Pak Sum & Wong Ngan Sim & Lo Sui Yen	6.30				
163	Tapah	Perak	WAGS-1384	Ahmad Bin Sihat	2.40			X	
164	Tapah	Perak	WAGS-1400	Anson Unit Win Sdn.Bhd	11.77				X
165	Tapah	Perak	WAGS-1392	Aw Yit Chew	2.25				X
166	Tapah	Perak	WAGS-1444	Chai Kim Fook & Chai Kim Fah & Chai Kam Ling & Choi Kim Teek @ Chai Kim Teek	4.05				
167	Tapah	Perak	WAGS-187	Chai Yoke Choy	0.83				
168	Tapah	Perak	WAGS-1442	Chai Yoke Kong	1.20				
169	Tapah	Perak	WAGS-1377	Chan Man Yoon @ Chin Lai	8.66				
170	Tapah	Perak	WAGS-1412	Cheah Kim Choy	1.21				

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171	Tapah	Perak	WAGS-1347	Cheong Choong Meng	1.20			X		
172	Tapah	Perak	WAGS-192	Cheong Kam Wah	2.32					
173	Tapah	Perak	WAGS-1387	Chiew Yoke Moey	5.17					
174	Tapah	Perak	WAGS-1420	Chong Wai Seong	2.43					
175	Tapah	Perak	WAGS-1409	Chow Chee Wai	2.00					
176	Tapah	Perak	WAGS-1405	Chow Foong Ching	2.00					
177	Tapah	Perak	WAGS-1406	Chow Foong Har	2.00					
178	Tapah	Perak	WAGS-1407	Chow Foong Pheng	4.00					
179	Tapah	Perak	WAGS-1365	Chow Har Lin	1.21					
180	Tapah	Perak	WAGS-1352	Chow Ka @ Chow Kah Fatt	1.49					
181	Tapah	Perak	WAGS-1353	Chow Kar Chui	4.24			X		
182	Tapah	Perak	WAGS-1408	Chow Sook Chan	3.10					
183	Tapah	Perak	WAGS-1388	Fadilawati Bt Ali	9.64			X		
184	Tapah	Perak	WAGS-1434	Foong Chee Wai	2.00					
185	Tapah	Perak	WAGS-1402	Ho Leong Chin & Chiew Yoke Moey	1.27					
186	Tapah	Perak	WAGS-1354	Hooi Sow Lin	2.38					
187	Tapah	Perak	WAGS-1419	Hor Kim Peow	6.97					
188	Tapah	Perak	WAGS-1382	Jariah Bt Sihat	1.23					
189	Tapah	Perak	WAGS-1362	Jawatan Kuasa Pentadbiran Perkuburan Cina Chenderiang	2.43					
190	Tapah	Perak	WAGS-1370	Kek Feng Yng	1.64					
191	Tapah	Perak	WAGS-189	Kew Chee Sang	1.15			X		
192	Tapah	Perak	WAGS-1381	Kew Chee Weng	1.15					
193	Tapah	Perak	WAGS-190	Kiew Yau Fee	2.60			X		
194	Tapah	Perak	WAGS-1375	Koo Chiou Sheng	23.62					
195	Tapah	Perak	WAGS-1418	Khoo Chong Siong	3.64					

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196	Tapah	Perak	WAGS-1417	Khoo Chong Soon	1.22				X	
197	Tapah	Perak	WAGS-1437	Lam Chong San	4.00					
198	Tapah	Perak	WAGS-1439	Lee Kok Seong	4.69					
199	Tapah	Perak	WAGS-1410	Lee Min Tick @ Lee Min Tek	1.16					
200	Tapah	Perak	WAGS-1389	Lee Tiam Kee & Tan Suan Gek	3.32					
201	Tapah	Perak	WAGS-1391	Leong Hoh Kiew @ Leong Ah Kan	2.33					
202	Tapah	Perak	WAGS-1431	Leong Yun Khun & Chong Chee Khong	2.24					
203	Tapah	Perak	WAGS-1393	Liew Yin Chan	5.63					
204	Tapah	Perak	WAGS-1359	Lim Ah Kou	2.06			X		
205	Tapah	Perak	WAGS-1385	Lim Kai Chong	1.81					
206	Tapah	Perak	WAGS-1372	Lim Pik Lang	7.33					
207	Tapah	Perak	WAGS-1413	Lim Siang Leong	7.48					
208	Tapah	Perak	WAGS-191	Lim Wai Foong	10.20					
209	Tapah	Perak	WAGS-1371	Lim Yong Hong	23.03					
210	Tapah	Perak	WAGS-1415	Loo Kok Chai & Lum May Wah	6.21					
211	Tapah	Perak	WAGS-1416	Low Man Cheong & Wan Siew Moy @ Wan Soo Mooi	8.42					
212	Tapah	Perak	WAGS-1403	Low Sim Fong	4.86					
213	Tapah	Perak	WAGS-1134	Mat Jailani Bin Arshad @ Alit	11.15			X		
214	Tapah	Perak	WAGS-1379	Md.Ali Bin Abdullah	2.02					
215	Tapah	Perak	WAGS-1360	Muhammad Sobirin Bin Mat Jailani	1.25					
216	Tapah	Perak	WAGS1443	Muhammad Sobirin Bin Mat Jailani & Nurnadiah Binti Mat Jailani	1.19					
217	Tapah	Perak	WAGS-1436	Nurnadiah Bt Mat Jailani	1.18					

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218	Tapah	Perak	WAGS-1430	Pan Yoong Chong	1.21					
219	Tapah	Perak	WAGS-1373	Phoon Chaw Weng	2.87					
220	Tapah	Perak	WAGS-1376	Razali Bin Abdul Aziz	5.67			X		
221	Tapah	Perak	WAGS-1440	Rosenanee Bt Mustafa	0.87					
222	Tapah	Perak	WAGS-1350	Tai Sing	3.70					
223	Tapah	Perak	WAGS-1386	Tan Yik Wai	3.79			X		
224	Tapah	Perak	WAGS-1438	Tang Kai Tai	2.43					
225	Tapah	Perak	WAGS-1397	Tujah Jaya Sdn Bhd	4.05			X		
226	Tapah	Perak	WAGS-1414	Wan Pik Kheong @ Wan Pek Keong	2.83					
227	Tapah	Perak	WAGS-1348	Wong Ah Leh	1.34					
228	Tapah	Perak	WAGS-1378	Wong Ah Sam	5.38					
229	Tapah	Perak	WAGS-1435	Wong Kim Choo	3.78					
230	Tapah	Perak	WAGS-1366	Wong Koi Wa & Wong Kway Meng	3.43					
231	Tapah	Perak	WAGS-1364	Wong Kwai Faing	4.60			X		
232	Tapah	Perak	WAGS-193	Wong Mee Mooi	2.53					
233	Tapah	Perak	WAGS-1349	Wong Siew Keong	0.91					
234	Tapah	Perak	WAGS-1401	Wong Song Tuck & Wong Song Keong	1.20					
235	Tapah	Perak	WAGS-1390	Wong Swee Lan	1.40					
236	Tapah	Perak	WAGS-1351	Yap Pek Choo	2.35					
237	Tapah	Perak	WAGS-1374	Yong Yow Ming	15.57					
238	Tapah	Perak	WAGS-1358	Aszemi Bin Buyong	1.21			X		
239	Tapah	Perak	WAGS-1380	Bah Ayoh Bin Tampong	1.62					
240	Tapah	Perak	WAGS-1441	Diman A/L Lahit & Asmah A/P Dongkin	4.45			X		

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241	Tapah	Perak	WAGS-188	Herzua Dongkin	A/P	4.05			X		
242	Tapah	Perak	WAGS-1357	Itam Bin Uda		2.63					
243	Tapah	Perak	WAGS-1363	Pandak Gasah	A/L	2.02				X	
244	Tapah	Perak	WAGS-1433	Rahim Buyong	A/L	0.81					
245	Tapah	Perak	WAGS-1404	Ramli Bin Chot		6.07				X	
246	Tapah	Perak	WAGS-1355	Uda Ngangeh	A/L	2.49					
247	Tapah	Perak	WAGS-160	Teoh Chai Hock & Lam Kok Heng		4.25					
Total						932.72					
Trader: Sawit Langkap Sdn Bhd							-	-	-	X	X
248	Tg Tualang	Perak	LE-LKP	Lingkarang Eksklusif Sdn Bhd		19.51				X	
249	Tg Tualang	Perak	KT-LKP	Kualiti Tulen Sdn Bhd		19.55					
250	Tg Tualang	Perak	SA-LKP	Suria Anjung Sdn Bhd		20.25				X	
251	Tg Tualang	Perak	SLSB-LKP	Sawit Langkap Sdn Bhd		2.39					
	Tg Tualang	Perak				1.57					
	Tg Tualang	Perak				2.34					
	Tg Tualang	Perak				0.42					
	Tg Tualang	Perak				1.35					
	Tg Tualang	Perak				2.66					
	Tg Tualang	Perak				8.00					
	Tg Tualang	Perak				2.10					
	Cangkat Jong	Perak				2.36					
252	Pelawan	Perak	1-LKP	Phang Horng Her		1.60					

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253	Pelawan	Perak	2-LKP	Phang Sing Hing	1.63						
254	Pelawan	Perak	3-LKP	Phang Sin Keng	1.42						
255	Batang Padang	Perak	4-LKP	Leong Ah Chuan	1.88				X		
256	Banir	Perak	5-LKP	Leong Ah Chuan & Lean Pea Choo	1.14						
	Banir	Perak			1.12						
	Banir	Perak			1.12						
257	Chui Chak	Perak	6-LKP	Ho Liong Bah	0.84				X		
258	Chui Chak	Perak	7-LKP	Tang Pat Mooi	0.77				X		
	Chui Chak	Perak			0.80						
	Chui Chak	Perak			0.79						
	Kuala Bikam	Perak			0.85						
259	Air Hitam	Perak	8-LKP	Tan See Lin	2.35						
	Kuala Bikam	Perak			0.81						
260	Pelawan	Perak	9-LKP	Sawit Chui Chak Enterprise	1.42				X		
	Chui Chak	Perak			0.84						
	Chui Chak	Perak			0.83						
261	Sungkai	Perak	10-LKP	Kemajuan Agro Sawit Sdn Bhd	2.19						
	Sungkai	Perak			2.24						
	Sungkai	Perak			1.34						
	Sungkai	Perak			1.31						
	Sungkai	Perak			1.23						
	Sungkai	Perak			1.26						
262	Pelawan	Perak	11-LKP	Goh Keh Kooi	3.75						
263	Pelawan	Perak	12-LKP	Yerk Mee Eng	2.08						
	Langkap	Perak			1.59						
264	Teluk Intan	Perak	13-LKP	Goh Chii Guey	4.16						

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265	Teluk Intan	Perak	14-LKP	Goh Kai Tong	4.01						
266	Langkap	Perak	15-LKP	Goh Kei Hooi	1.92						
267	Air Hitam	Perak	16-LKP	Lim Soon Chai	1.47						
	Air Hitam	Perak			3.01						
	Batu 15	Perak			2.31						
	Batu 15	Perak			2.25						
268	Air Kuning	Perak	17-LKP	Lim Chee Beng	2.00					X	
	Air Hitam	Perak			7.20						
269	Air Hitam	Perak	18-LKP	Lim Chee Kong	1.00						
	Air Hitam	Perak			1.00						
	Tapah Road	Perak			4.00						
270	Pelawan	Perak	19-LKP	Lean Song Hua	1.58						
	Pelawan	Perak			1.62						
	Degong	Perak			1.25						
271	Degong	Perak	20-LKP	Lean Siong Tak	1.64						
	Cangkat Petai	Perak			1.18						
	Cangkat Petai	Perak			1.19						
272	Cangkat Jong	Perak	21-LKP	Noriny@ Noraini Binti Abdul Latib	0.92						
273	Sungai Durian	Perak	22-LKP	Ahmad Sabirin B. Mohamad	2.43						
274	Cangkat Jong	Perak	23-LKP	Chau Peng Lang	0.63						
275	Cangkat Jong	Perak	24-LKP	Chau Peng Lang & Chow Kok Foo & Lee Kham Fong & Lim Lam	3.60						
	Cangkat Jong	Perak			2.80						
	Cangkat Jong	Perak	25-LKP	Chau Foong, Lim Kok Yeu	1.89						

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276	Batang Padang	Perak		Huei	0.66						
277	Batang Padang	Perak	26-LKP	Chau Foong, Lim Kueng Kok Yue	0.85						
	Batang Padang	Perak			1.75						
278	Cangkat Jong	Perak	27-LKP	Lee Siew Kean	1.73						
	Batang Padang	Perak			1.14						
279	Cangkat Jong	Perak	28-LKP	Lee Chew Foon	0.84						
280	Cangkat Jong	Perak	29-LKP	Liu Seow Kim	1.21						
	Cangkat Jong	Perak			2.02						
	Air Hitam	Perak			4.20						X
281	Cangkat Jong	Perak	30-LKP	Chua Ah Kong	0.74						
282	Cold Stream	Perak	31-LKP	Lean Soon Yat	6.92				X		
283	Degong	Perak	32-LKP	Lim Myuk Yin	1.60						
	Chui Chak	Perak			0.82						
	Pelawan	Perak			1.84						
284	Degong	Perak	33-LKP	Chan Siew Peng	2.04				X		
285	Pelawan	Perak	34-LKP	Tan Hong Too	1.56				X		
286	Degong	Perak	35-LKP	Kwang Chok Meng	1.18						
287	Pelawan	Perak	36-LKP	Kwong Lai Kuin	0.80						
	Alor Bakong	Perak			1.21						
288	Cangkat Jong	Perak	37-LKP	Lee Chin How	3.37						
289	Alor Bakong, Durian Sebatang	Perak	38-LKP	Cheah Tuck	1.20						
290	Labu	Perak	39-LKP	Kalsom Binti	1.16						

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	Kubong			Abdullah							
291	Air Kuning	Perak	40-LKP	Alizar Bin Muhamed Ali	0.77						
292	Cangkat Jong		41-LKP	Ong Kean Boon	2.04						
293	Cangkat Jong	Perak	42-LKP	Tong Guat Ngoh@Tong Guan Moh	1.21						
294	Durian Sebatang	Perak	43-LKP	Lee Thian Hooi	1.08						
	Cangkat Jong				0.89						
295	C.Petai	Perak	44-LKP	Chen Fai Fok@Chan Poi Kee	1.63						
	Langkap	Perak			2.57						
296	Banir	Perak	45-LKP	Lim Soow Choo@Lim Tsue Lian	1.20						
	Air Kuning	Perak			1.60						
	Air Kuning	Perak			1.20						
297	Cangkat Jong	Perak	46-LKP	Vanitha A/P Ramamoorthy	1.21						
298	Batang Padang	Perak	47-LKP	Halimah Binti Mohammad (Shaari)	1.21						
299	Pelawan	Perak	48-LKP	Heah Anu@ Lean Chin Lian	1.22						
	Banir	Perak		Heah Anu@ Lean Chin Lian, Chai Choon Hong	1.21						
	Banir	Perak		Heah Anu@ Lean Chin Lian, Chai Choon Loong	1.22						
	Banir	Perak		Heah Anu@ Lean Chin Lian, Chai Choon Huei	1.25						
300	Lubok Bakong	Perak	49-LKP	Chan Chee Fun	2.03						
301	Tg Tualang	Perak	50-LKP	Noor Aini Bt.Abdul Hamid	1.40					X	

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302	Tg Tualang	Perak	51-LKP	Mohammad Bin Abd Aziz	1.26					X
303	Cangkat Jong	Perak	52-LKP	Sunnyville Sdn Bhd - (Chai Sen)	3.05				X	
	Cangkat Jong	Perak			3.05					
	Cangkat Jong	Perak			3.05					
	Cangkat Jong	Perak			3.05					
304	Langkap	Perak	53-LKP	Phang Horng Woei	1.62					
305	Kunci Air, Labu Kubong	Perak	54-LKP	Abd Latib Bin Abd Rahman	0.67				X	
	Kunci Air, Labu Kubong	Perak			0.76					
	Kunci Air, Labu Kubong	Perak			0.61					
	Degong	Perak			0.95					
306	Air Kuning	Perak	55-LKP	Lian Kam Nam@Lean Kam Nan	1.66				X	
	Air Kuning	Perak			1.20					
	Air Kuning	Perak			1.20					
	Batang Padang	Perak			0.76					
	Batang Padang	Perak			0.52					
	Batang Padang	Perak			0.60					
	Batang Padang	Perak			0.48					
	C.Petai	Perak			1.63					
	C.Petai	Perak			1.61					
	Banir	Perak			1.20					
	Banir	Perak			1.20					
307	Cangkat	Perak	56-LKP	Lim Ah Hiak	4.26					

	Jong										
308	Degong	Perak	57-LKP	Law Yoon Lam, Chiam Poo Leng	1.85						
	Degong	Perak			1.62						
	Degong	Perak			2.06						
	Cangkat Jong	Perak			1.19						
	Langkap	Perak			1.62						
	Batang Padang	Perak			1.60						
	Cangkat Petai	Perak			1.54						
	Cangkat Petai	Perak			1.66						
309	Kampar	Perak	58-LKP	Loo Kok Chai	0.90						
	Kampar	Perak			0.70						
	Kampar	Perak			1.49						
	Kampar	Perak			1.09						
	Kampar	Perak			1.38						
310	Kampar	Perak	59-LKP	Lum May Wah	1.42						
311	Kampar	Perak	60-LKP	Wong Yuet Yee	1.37						
312	Batang Padang	Perak	61-LKP	Wong Wing Hong	1.20						
313	Lubok Bakong	Perak	62-LKP	Phang Sew Hua	1.60						
314	Tg Tualang	Perak	63-LKP	Mior Mustafa Kamal B . Mior Aziz	1.21					X	
315	Pulau Tiga	Perak	64-LKP	Ahmad Fadzil Bin Omar	1.65						
	Pulau Tiga	Perak			1.18						
	Lambor	Perak			1.26						
316	Tg Tualang	Perak	65-LKP	Too Chin For	7.61						
317	Bidor	Perak	66-LKP	Murni Awan Sdn Bhd	20.23						
318	Labu Kubong	Perak	67-LKP	Rohani Binti Ibrahim	0.81						

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319	Kenering	Perak	68-LKP	Low Kin Seng	2.26					
320	Durian Pipt	Perak	69-LKP	Yong Mok Yoi	4.00					
321	Kuala Selama	Perak	70-LKP	Tang Kook Shang	2.28					
Total					339.71					

New Members – 2020 (Under TJC Sdn Bhd)

322	Chenderiang / Batang Padang	Perak	WAGS-1940	Bahari Bin Shoaib	1.19					X
323	Chenderiang / Batang Padang	Perak	WAGS-2231	Moo Kim Ming	1.39					
324	Chenderiang / Batang Padang	Perak	WAGS-1943	Sin Yit Chan & Yeong Ming Keat	1.13					X
325	Gopeng / Kampar	Perak	WAGS-2241	Tan Yoke Chun & Chin Choy Yin & Chin Yin Siew	32.68					X
326	Chenderiang / Batang Padang	Perak	WAGS-1937	Umi Kalsum Binti Omar	1.17					
327	Chenderiang / Batang Padang	Perak	WAGS-1721	Chan Ying Sang & Chan Tong Fatt & Chan Yein Hoong	2.46					
328	Chenderiang / Batang Padang	Perak	WAGS-1722	Chien Chee Sung	1.22					
329	Chenderiang / Batang Padang	Perak	WAGS-1718	Chow Ting Hing & Tan Siew Hua	2.27					

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330	Chenderiang / Batang Padang	Perak	WAGS-2208	Hasan Bin Md Zin	1.22					
331	Langkap / Hilir Perak	Perak	WAGS-2224	Kang Yoon Pin	12.29					
332	Chenderiang / Batang Padang	Perak	WAGS-2246	Kim Poh Sitt Tat Feedmill Sdn.Bhd.	17.00					X
333	Chenderiang / Batang Padang	Perak	WAGS-2177	Liang Kee Farming Sdn.Bhd.	24.74					
334	Chenderiang / Batang Padang	Perak	WAGS-1719	Lim Cheng Hong & Chien Chee Sung	2.56					
335	Langkap	Perak	WAGS-2228	Lim Weng Tai	3.3					
336	Chenderiang / Batang Padang	Perak	WAGS-2234	Muhammad Azri Bin Mat Jailani	1.28					
337	Chenderiang / Batang Padang	Perak	WAGS-2235	Muhammad Hariz Bin Mat Jailani	1.18					
338	Chenderiang / Batang Padang	Perak	WAGS-2239	Ng Chee Choong	1.88					
339	Chenderiang / Batang Padang	Perak	WAGS-1933	Ng Chie Kwang & Ng Chie Aun	1.2					
340	Langkap	Perak	WAGS-1934	Ooi In Lim	0.81					
341	Gopeng / Kampar	Perak	WAGS-1942	Ruhani Binti Muat	0.81					

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342	Chenderiang / Batang Padang	Perak	WAGS-2240	Sam Mue Chan	0.82					
343	Langkap	Perak	WAGS-2230	Tan Bok Hua	1.21					
344	Chenderiang / Batang Padang	Perak	WAGS-2208	Yap Peak Wah	1.21					
345	Tg Tualong / Kinta	Perak	WAGS-2229	Ablim Bin Bahari	4.05					
346	Tg Tualong / Kinta	Perak	WAGS-2226	Adrin A/P Azmi	4.05					
347	Tg Tualong / Kinta	Perak	WAGS-2232	Amir A/L Uda	4.86					X
348	Tg Tualong / Kinta	Perak	WAGS-2225	Arniehan Binti Bahari	4.05					
349	Tg Tualong / Kinta	Perak	WAGS-2227	Helda Nafiza A/P Azmi	3.64					
350	Tg Tualong / Kinta	Perak	WAGS-182	Long Tjiah A/P Dongkin	2.43					
351	Tg Tualong / Kinta	Perak	WAGS-2238	Mohamad Faizul Bin Bahari	4.05					
352	Tg Tualong / Kinta	Perak	WAGS-2237	Mohamad Fauzi Bin Bahari	4.05					
353	Tg Tualong / Kinta	Perak	WAGS-2217	Nik Bin Kassim	6.07					X
354	Tg Tualong / Kinta	Perak	WAGS-2236	Pandak A/L Panjang	1.21					X

355	Tg Tualong / Kinta	Perak	WAGS-2206	Shadira Hizl Yn A/P Shahaddin	1.21					
356	Tg Tualong / Kinta	Perak	WAGS-2209	Shahaddin A/L Bok Chek	4.05					
357	Tg Tualong / Kinta	Perak	WAGS-1720	Wak Siman A/P Dugan	4.25					X
Total					162.99					

Appendix H: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
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

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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